

Fire Fighter



**2009 Media Awards
Contest Winners**



SOCIAL NETWORKING MEDIA: NEW TOOLS OF THE TRADE — 16

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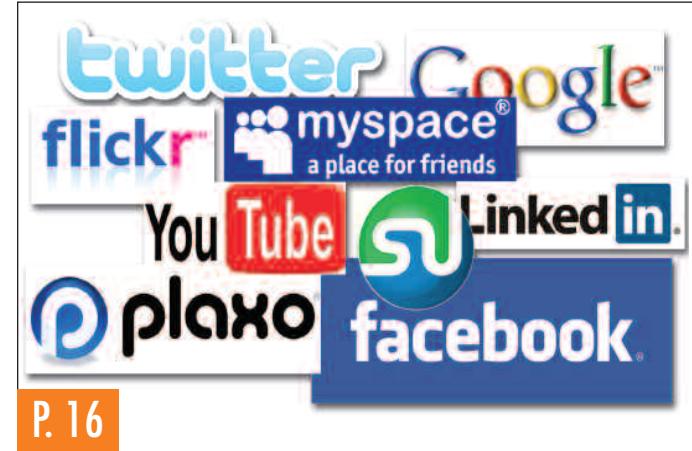
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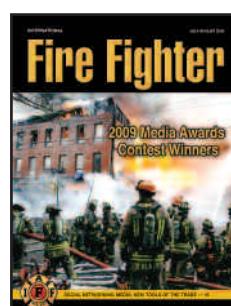
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Bipartisan Politics Yields Bipartisan Support for Collective Bargaining

We're nearly there. We reintroduced our collective bargaining bill — the Employer-Employee Cooperation Act — in the U.S. Senate on August 7 — hours before the Senate began its August recess.

In a stunning show of support for a labor bill — or for any bill these days in the very polarized politics that currently prevail in the Capitol — five Republican senators and four Democrats cosponsored the legislation.

That level of GOP support for our union's number-one legislative priority is a clear signal that our non-partisan approach on Capitol Hill works.

To illustrate how important this non-partisan political philosophy is to our legislative work on your behalf, compare the support for our collective bargaining bill to that for the Employee Free Choice Act, a very important piece of legislation that our union strongly supports, along with the rest of the labor movement, with the AFL-CIO taking the lead.

It's common knowledge that the AFL-CIO has taken very strong political stands in every election in recent memory. So has the IAFF.

However, in virtually every single race the AFL-CIO has weighed in on, it has sided with the Democrat in the race (all you have to do is check the Federal Election Commission's reports or the AFL-CIO's own political endorsements).

In stark contrast, our union has a track record (again, born out by FEC records) of supporting more Republicans than any other union. Quite simply, our philosophy is that parties don't matter — we only care where a candidate stands on the issues that affect fire fighters and emergency services. If a candidate stands with us, we stand with them.

Our political philosophy has, many times, resulted in our union supporting candidates that the AFL-CIO is opposing. The most notable example for this comparison is Maine Senator Susan Collins' run for re-election in 2008. In that race, the AFL-CIO sent thousands of activists and spent hundreds of thousands of dollars trying to unseat Senator Collins and in their support for the Democrat.

The IAFF and our Maine state association and affiliates stood strong, loud and proud, putting the full force of our union's trademark gold and black "Fire Fighters For" campaign behind Senator Collins. We worked hard to get her re-elected because of her lengthy record of support on a number of the IAFF's legislative initiatives that had come before the U.S. Senate.

Senator Collins won re-election by a landslide. The result, when every single vote matters in a

closely divided Senate, not a single Republican is supporting the Employee Free Choice Act.

In contrast, when our bill was introduced August 7, with Senator Judd Gregg (R-NH) as its main sponsor, Senator Collins immediately signed on as a co-sponsor, along with Senators Olympia Snowe (R-ME), Mel Martinez (R-FL) and Mike Johanns (R-NE), Ted Kennedy (D-MA), Chris Dodd (D-CT), Barbara Mikulski (D-MD) and Tom Harkin (D-IA).

We have cultivated those relationships for decades. Now, with a critical piece of legislation on the line for our members, that hard work is about to bear fruit. And it's all because we understand the importance of bipartisanship.

As a result, soon, our bill will pass, and President Barack Obama has promised to sign it into law.

The bill will grant the nation's fire fighters a basic right that has been enjoyed by most Americans for more than 70 years — the right to negotiate with their employer, to set the safety, health, wages, hours and working conditions so important to your dangerous job.

Our bill is about representation and ending the discrimination that prohibits fire fighters from having collective bargaining.

The bill will improve public safety by giving rank-and-file fire fighters a voice in how they protect their communities.

Why is this important? Here's a simple statistic to punctuate the main reason: fewer fire fighters and civilians die in fires in states that permit fire fighters to discuss workplace issues with their employer. In 2006, the fatality rate for fire fighters in states without collective bargaining rights was one-third higher than in states that extend collective bargaining rights to fire fighters.

Americans living in states that do not permit collective bargaining are 22 percent more likely to die in a home fire than people in other states.

In short, collective bargaining has produced measurable staffing, training, equipment, health and safety improvements throughout the nation's fire departments, resulting in safer fire fighters and improved local emergency response capabilities.

We all know that you deserve collective bargaining. And because of our nonpartisan political philosophy, Democrats and Republicans are supporting us in our work to finally make that happen. ■

"Here's a simple statistic to punctuate the main reason: fewer fire fighters and civilians die in fires in states that permit fire fighters to discuss workplace issues with their employer."



Harold A. Schaitberger



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Fire Fighter

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Refinancing Your Mortgage? The IAFF-FC Can Help

The home mortgage industry has gotten a lot of negative publicity over the last 12-18 months, due in part to the role that subprime mortgages played in sparking the economic downturn. However, there is a brighter side to this story — one that could provide increased spendable income for many.

With the economic downturn has come a decline in interest rates, including home mortgage interest rates. This has prompted many people to refinance the existing mortgage on their home. Refinancing can provide a number of financial benefits. It can lower monthly mortgage payments, shorten the time it takes to own your home free and clear of any debt, or provide homeowners with a source of cash for home improvements, college expenses or reducing other debt, such as credit card debt.

While mortgage interest rates have crept up in recent weeks, they are still quite low by historical standards. If you currently have a mortgage that carries an interest rate of 6 percent or more, refinancing may be a smart strategy for you. Of course, consult a reputable financial advisor, however, to make sure that refinancing is financially advantageous for you and that you maximize the tax benefits that go along with refinancing.

When refinancing, the simplest way to continue receiving the tax benefits associated with home mortgages is through a straight replacement loan. For example, assume you currently have a mortgage with a \$200,000 balance and a 6.25 percent interest rate. Refinancing that balance with a 5 percent mortgage allows you to deduct all of the interest payments (and reduce your overall monthly payment).

However, it becomes a little more complicated if, when refinancing, you take on a larger mortgage than what you currently own on your home. Assume that you obtain a new mortgage for \$250,000 and, of that amount, \$200,000 will go to pay off the old mortgage, \$20,000 will be used to make improvements to your house and \$30,000 will be used to pay for a child's college tuition.

Under the U.S. tax code, the interest on \$220,000, the \$200,000 to pay off the old mortgage and the \$20,000 for home improvements — is tax deductible. The \$30,000 for college tuition is considered home equity debt, which is tax deductible to the extent that a taxpayer has no more than \$100,000 of home equity debt outstanding. This can become a factor if you have a previously existing balance on a home equity line of credit. Also, for interest on home equity debt to be fully tax deductible, the total mortgage debt on the house — including home equity debt — cannot be more than the value of the house.

Points (fees paid up front that can reduce the mortgage interest rate) is another factor to consider when refinancing a mortgage. The amount a homeowner pays in points as part of the mortgage process is generally tax deductible over the life of the mortgage. When refinancing in the future, the value of points from an existing mortgage that were not yet deducted on prior year tax returns can then be fully deducted in the year the new mortgage is obtained.

However, as is often the case, there is an exception to this rule. If you refinance with the *same lender* that gave you your prior mortgage, the old points are not immediately deductible. The not-yet-deducted points must be combined with the new points and deducted over the life of the new mortgage.

These are just some of the issues that arise when refinancing an existing mortgage. A good place to start if you're thinking about refinancing is the IAFF Financial Corporation (IAFF-FC). Visit www.iaff-fc.com and click on "home mortgage program" for information and easy-to-use financial tools to help you decide if refinancing makes sense for you.

At the same time, the IAFF-FC in conjunction with Nationwide Advantage Mortgage Corporation (NAMC), has made available to IAFF members and their families a home mortgage and refinancing program

that is easy to use, extremely competitive from a cost standpoint and stress-free.

For instance, IAFF members are not charged an origination or broker fee from NAMC on home mortgages, and the processing fees (e.g., commitment fee and fees for home appraisal and title search) are extremely reasonable.

The IAFF-FC makes applying for an original mortgage or refinancing fast and efficient, as it provides members with a streamlined application process, an ability to review and compare all mortgage products that a member is eligible for, a streamlined appraisal process and quick decisions on applications (sometimes in just minutes rather than hours or days).

Whether refinancing your current mortgage is right for you depends on a number of factors. The IAFF-FC provides IAFF members the information and financial tools to make an informed decision, as well as products that are competitively priced in the marketplace.

For more information, visit www.iaff-fc.com or call (888) 630-9099.



Vincent J. Bollon

NOTICE OF LOCAL SUSPENSION

Pursuant to Resolution 76 adopted at the 1986 Convention the following locals are under suspension per Article XIII Section 2 for nonpayment of per capita tax:

F-288, Sugar Grove, WVA
 Local 2469, Gastonia, NC
 Local 2565, Cushing, OK
 Local 2851, Douglas County, GA
 Local 3384, Millington, TN
 Local 3697, Saint Andrews, SC
 Local 3861, Sanford, NC
 Local 3905, Rolla, MO
 Local 4050, Spencer, OK
 Local 4158, North Charleston, SC
 Local 4374, Islamorada, FL
 Local 4719, Isles of Capri, FL
 Local 4726, East Niceville, FL
 S-25, Buffalo-Niagara Airport, NY

Vincent J. Bollon

Go Ahead. Take Your Best Shot.

And You Could Be A Winner In The USA Monthly Photo Contest!



Sometimes our best shots are taken with a camera. And now those photos could earn you a #110 Buck knife engraved with the USA logo (\$70 value) in the USA Best Shot monthly photo contest. Submit your best hunting, fishing or outdoor photo(s) to the USA each month for your chance to win. Photos will be judged on quality, creativity, content and composition and will be posted in the USA member photo gallery. You may even find your photo featured in the USA e-newsletter, quarterly newspaper or other USA communications.



A Hunting and Fishing Club
Exclusively for Union Members,
Retirees and Their Families

How To Enter:

1. Email your photo(s) to USAmembers@trcp.org. Use USA Best Shot as the subject line and include your name, union, address and phone.
2. Mail your photo(s) with your name, union, address and phone to:
USA Best Shot Photo Contest
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Nashville, TN 37211

For more details and official rules
visit www.UnionSportsmen.org and
click on the Member Photo Gallery.

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Country First

Dear President Schaitberger:
It is with heavy heart that I am compelled to write this letter. As a 17-year proud member of this union, I feel it is time to speak out. There is a notion that our union endorses candidates solely on their record of voting in regards to fire service issues. This union was founded on the core principles of honor, courage, integrity, duty and love of country, just to name a few. There are things in this world that are larger than one person or one union. It is time to show real leadership, courage and honor. More importantly than all, it is time to show our love of this great country.

When I was in the service, I took an oath to serve, protect and defend the constitution of the United States. I place my hand over my heart when I recite the Pledge of Allegiance to this great republic. I salute my flag when the National Anthem is sung. The principles of faith, duty, honor, courage and freedom, I hold dear.

I can no longer sit by and watch as unsustainable spending,

socialized health care, a weakened national defense and huge increases on taxation are pushed down our throats. We are on the frontline — the first to respond and the first to die. It is time to stop being a lap dog for those who tear at the very fabric of this country, disregard our constitution, break every campaign promise and show such disdain for everything that I hold so dear, everything this union has stood for — or at least did in the past.

It is time to stand up and show this country the honor and courage this union has, to show true leadership in the face of adversity. It is time to stand on our honor, integrity and love of country; time to have the courage to say "not now," "not on our watch."

God bless every brother and sister who puts on the uniform and takes the oath of service. It's time to do the right thing... time to put our country first.

Fraternally yours,
John S. Cinque
East Haven, CT Local 1205

Protecting Large and Small

General President Schaitberger:
On behalf of Rumford, ME Local 1601, I want to express my gratitude for your decision to grant us the Guardian Policy. We won our arbitration (see story, "Arbitrator Rules Suspension of Fire Fighters Unjust" on page 17). This is just another example of our union at work and going to bat for a local of 11 members.

The actions imposed on us by the Town for being politically active dealt a blow to the already low morale, due to the ongoing attacks from management. The help of 3rd District Vice President Michael Mullane and the Professional Fire Fighters of Maine (PFFM) during the Guardian Policy procedure was immeasurable from day one, all the way through the process. In a time of such confusion and shock they paved the way for success.

I would like to take this opportunity to recognize all involved. First, it was PFFM President John Martell who put the play in motion for the Guardian Policy, along with PFFM 3rd District Vice President

Mike Scott.

John, Mike and I had many dealings throughout this whole process, and they have been professional, reassuring and supportive throughout. I want to thank PFFM staff representative Robert Bourgalt for the countless hours and reassurance that we would get a "fair shake." Going into arbitration with a man like that would put anyone at ease.

I feel we had excellent local representation from the start, and then the assistance of Richard Bialczak from Woodley & McGillivray was once again an example of the ongoing support from the International. Richard showed professional leadership and knowledge to an already great team. I would also like to recognize each individual's families for enduring time away from their loved ones; we all know this is a long process and affects everyone. I am sure there are people behind the scenes who I never met or knew where involved, but I am thankful for them as well.

It has been a very long process — stretching almost an entire year. We have taken the high road throughout this process, although it was very hard to do at times. I am certain that this case will set the standard for many IAFF affiliates across the nation. When I took office, I never expected to be involved in such a case. It has been an educational process that has made us stronger and more knowledgeable. In closing, I want to once again thank everyone involved and express our thanks.

Mark Tripp
President
Rumford, ME Local 1601

Corrections

"In Memoriam," May-June 2009:

Michael T. Whittaker (Baltimore, MD Local 1311) is listed incorrectly as deceased. It is James T. Whittaker (Baltimore, MD Local 1311) who is deceased.

Elbert "BJ" Thomas (Arlington County, VA Local 2800) is listed incorrectly as deceased.

On the Frontlines of Safety

days observing the class. The program content was excellent and the students appeared to be actively engaged with the instructors.

It may be difficult to measure the positive effect that this class will have on safety, but there is no doubt in my mind that there will be countless injuries (or worse) prevented because of the "safety first" attitude and mindset that students leave the class with.

I also wanted to let you know that I believe that the IAFF is very fortunate to have Nick Del Re and Cruz Tapia teaching this class.

This experience was just another example of why I am so proud to be a member of the IAFF.

Terrence H. Chesney
Secretary-Treasurer
Michigan Professional Fire
Fighters Union

Dear President Schaitberger:
I just wanted to send a quick note of appreciation to the IAFF

and the instructors of the Frontline Safety course that was provided to Washington, DC Local 36. This class was the first course presented by IAFF instructors at our union hall and was a huge success. In total, 13 members participated in this critical training from extremely knowledgeable and engaging instructors.

These instructors knew the audience and tailored the course to adapt to the needs of our department. After two days of instruction, they left us to think about our roles in safety and sparked dialogue on how to move forward. It is refreshing to know that our union is stepping up to the plate to provide training resources that continue to keep its members safely operating in the ever-changing fire service.

James Gordon
Safety Committee Chair
Washington, DC Local 36

Dear President Schaitberger:
Thank you for the recent IAFF Frontline Safety course. Instructors Richard Blohm and Ignacio Ayala presented the class, and I had the opportunity to spend time with them both. They are true professionals in how they were able to present the material and keep the audience involved and interested.

Thank you, too, for selecting our local for the class. I am very impressed with the continuing education that the IAFF continues to offer to its members.

Thanks again,
Christopher Alexander
President
Connecticut Police and Fire
Union Local S-15

Dear President Schaitberger:
Thank you for allowing us to host the new IAFF Frontline Safety course in Michigan. We had 28 students attend from 22 locals. I did not attend as a student, but spent time on both

Email your letters to pr@iaff.org OR mail them to:
Letters to the Editor c/o International Fire Fighter 1750 New York Ave NW Washington DC 20006

Connecticut Bill Protects Emergency Responders Against Infectious Disease

Connecticut Governor M. Jodi Rell has signed a bill requiring hospitals to promptly notify paramedics, fire fighters, police and other emergency responders when a patient they have treated or handled has been diagnosed with an infectious disease.

"This bill will help protect the lives of those whose job it is to save lives," Governor Rell said.

Senate Bill 1010, *An Act Concerning Exposure to Infectious Diseases and Emergency Responders*, mandates that hospitals notify emergency service



organizations — within 48 hours verbally and 72 hours in writing — after a patient has been diagnosed with an infectious pulmonary disease. The bill also adds exemption from liability and restores the protective language for emergency workers that was inadvertently stripped from the federal Ryan White Act of 1990 when it

was reauthorized in 2006. The omission created a significant safety issue for emergency responders who are exposed to diseases when they treat patients in uncontrolled environments. ■

Local Credits New Firehall to Political Action

After numerous delays, the City of Barrie, Ontario, is finally getting funds for a new firehall and emergency operations centre, thanks to political action by Barrie Local 1753.

Funding for the project was announced June 5 by local Member of Parliament (MP) Patrick Brown, Member of Provincial Parliament Aileen Carroll and Barrie Mayor Dave Aspden. The cost of the \$14 million building will be split between the federal, provincial and local governments.

Barrie Local 1753 Political Action Committee chair Kevin White explains that when city councillors and the City's fire chief learned the firehall project was being considered as part of a stimulus package for the City, they contacted the fire fighters to speed up the process.

"A call was placed to our extremely supportive MP Patrick Brown," White says. "He quickly put a plan into action, and within a couple of weeks our City had the funding that our department required to go ahead with the fire station project." The new building is expected to be completed by 2011.

Local 1753 had worked with Brown in the past to raise awareness about fire fighter issues, including local issues and the IAFF federal legislative agenda. Members of the local met with Brown at the recent 16th Canadian Legislative Conference in Ottawa. ■

South Tucson Fire Fighters Negotiate First MOU

Twelve South Tucson, Arizona, fire fighters — all members of Tucson Local 479 — have negotiated their first Memorandum of Understanding (MOU) with the City of South Tucson. Local 479 members report the most significant thing to come from the new agreement is the new open line of communication between labor and management.

New Death Benefits Protect Missouri Fire Fighter Families

Thanks to the hard work and dedication of the Missouri State Council of Fire Fighters (MSCFF) and its Legislative Director Mark Habbas, the families of Missouri's fire fighters, law enforcement officers, emergency medical technicians, air ambulance pilots and air ambulance registered nurses are now protected by the Line of Duty Compensation Act. The death benefit claim, which can be filed with the Division of Workers' Compensation, pays a benefit of \$25,000.

Governor Jay Nixon signed House Bill 580 at Kansas City fire station 19. "With the signing of this bill, when one of our own falls, it is reassuring that the families of the fallen will receive the assistance they deserve in their time of tragedy and need," says IAFF 2nd District Vice President Mark Woolbright. "We are grateful to the General Assembly and applaud the governor for expediting and signing this critically important piece of legislation."

"The hope is that none of our fire fighter families will have to use this new benefit, but we also know this law must be in place in case the worst happens,"

says MSCFF President Sherwood Smith. "No one should ever have to worry about mounting financial issues while they are grieving for their fallen loved one. I am very proud of MSCFF Legislative Affairs Director Mark Habbas and others who worked tirelessly to make this happen."

Missouri's fire fighters began targeted efforts toward creating the line-of-duty death benefit in the previous legislative session while Woolbright was still serving as MSCFF legislative affairs director. This legislative session, Habbas picked up where Woolbright left off. "This bill was my top priority this year," he states. "With the full support of District Vice President Woolbright and the MSCFF Executive Board, we lobbied many state senators and representatives to support this bill."

HB 580 began in the State House Public Safety Committee, chaired by the bill's sponsor, Representative Mark Bruns, a retired member of Jefferson City, MO Local 671. It quickly gained enough support to move out of committee and onto the state House floor.

In June 2009, Governor Nixon signed the bill which became effective

immediately. The bill signing ceremony was attended by state legislators, fire fighters, law enforcement officers and other interested parties.

To determine eligible claims, the bill defines "killed in the line of duty" and excludes deaths resulting from willful misconduct and intoxication. ■



Missouri Governor Jay Nixon (far right behind podium) and MSCFF Legislative Director Mark Habbas (at podium) announce details of a new death benefit.

"Anytime fire fighters gain the right to collectively bargain, it is a feather in the cap for the labor movement," says Roger Tamietti, president of Local 479. "This is a proud moment for us."

Seeking to take advantage of the City's meet and confer ordinance, Local 479 fire fighters reached out to South Tucson City Manager Enrique Serna, who expressed immediate interest in the possible development of a MOU. South Tucson Chapter Vice President Andy Luna and Tucson Local 479 Vice President Brian Delfs, also an IAFF District Field Service Representative and Professional Fire Fighters of Arizona (PFFA) Trustee, represented the interests of the South Tucson fire fighters during negotiations.

"We were pleased that the city manager was open to discussing issues important to us," says Luna. "Because of this MOU, we can now discuss training, equipment and safety issues. And, eventually, we will be able to discuss the possibility of a wage increase."

In addition, the fire fighters negotiated four-person engine companies. Before the MOU, engines were required to have four fire fighters per engine, but in cases of short staffing due to fire fighter leave, off-duty fire fighters were not called back to duty.

"Now, no engine will leave the firehouse without four fire fighters on it," says Delfs. "This new provision alone will keep our fire fighters safer on the job." ■

Fire and Police Merger Stopped in Harper Woods

The city of Harper Woods, Michigan, will not be merging fire and police departments or creating a third cross-trained department. That is the ruling from a Wayne County Circuit Court judge.

Harper Woods Local 1188 filed a suit against the City for violating the City Charter by implementing a public safety department that combines police and fire fighters. The charter language reads: *"There shall be maintained both a police department and a fire department, which departments shall not be combined."*

IAFF Field Service Representative Mark Docherty has been assisting the local throughout the legal process. "It is important — for the public's safety — that this Charter language remains intact," he says. "Both fire fighters and police officers offer very specialized, life-saving services to the community. Keeping the two separate departments ensures citizens will continue to receive those services from experts in their field."

Attempts by the City to remove the charter language began nearly 15 years ago when the City tried to pass a ballot initiative, which failed.

Waukegan Fire Fighters Work to Stop Layoffs

The Coalition of Waukegan Unions — which includes Waukegan, IL Local 473 and the City's other unions — and many citizens descended on the Waukegan City Council meeting July 6 to speak out against proposed fire fighter layoffs and other budget cuts that could threaten public safety.

"No dime saved is worth risking the lives of our citizens and fire fighters," says Brad Buntrock, president of Local 473. "We will fight as long as we have to protect the resources that protect our City's citizens."

Due to a projected budget shortfall of up to \$6.2 million, the City of Waukegan notified Local 473 fire fighters in June it was planning to make severe cuts to fire department resources. City administration officials presented two proposals: lay off 16 fire fighters or implement wage reductions equaling 12 percent and lay off three fire fighters.

Seeking alternate solutions, Local 473 first turned to the IAFF for a municipal financial analysis. Next, Local 473 leaders sat down with the city's fire administration officials to discuss cuts with less risk to public safety. They devised

two options: increase charges for pre-hospital services or reduce non-personnel expenses by holding off on equipment upgrades and other costs.

Waukegan fire fighters made it clear that the City could do one or the other or some combination of the two without imposing layoffs. "We are already understaffed, so any more cuts would likely mean a station closure," says Buntrock.

To call attention to the public safety issue, Local 473, the Coalition of Waukegan Unions and concerned citizens conducted an informational picket before the meeting and packed the city council chamber during the meeting.

"The message came across pretty clear that the citizens do not want layoffs," says Buntrock. ■



Members of Waukegan, IL Local 473 rallied at City Hall to oppose proposed layoffs and wage cuts.

This time, City Manager Jim Leidlein tried to circumvent the Charter language by making the creation of a new public safety model combining fire and police part of the contract negotiation process.

"The City leaders thought consolidation would be a quick fix to lower costs, arguing that combined fire and police services are more efficient and, therefore, an improvement in the overall delivery of public safety," says Pat Rollison, president of Local 1188. "But consolidation simply redistributes existing resources in a way that often leaves life and property unprotected."

When the city offered a five-year contract with a 5 percent raise each year and an additional 5 percent raise if cross-trained, the police officers took the deal. However, Local 1188 fire fighters said no. They knew the combined department would lead to a lower level of service and the already financially distressed City would not be able to pay out the raises offered.

Harper Woods fire fighters then filed suit in Wayne County Circuit court asking Judge Robert Ziolkowski to stop the cross-train

plan because it violated the City Charter.

In the case, Judge Ziolkowski said that the City's plan did indeed violate the Charter and issued an order prohibiting the City from implementing any public safety model and from using cross-trained workers.

"This is an important victory," says Rollison. "We have a responsibility to ensure that the public and fire fighter safety is not compromised. Therefore, we could not stand by and watch the City implement a plan that put citizens and their property in harm's way."

Despite the judge's ruling, City Manager Leidlein has submitted paperwork for an appeal. The City has also already formed a committee to explore putting the public safety model on the November ballot.

"We are prepared, no matter what they decide to do," says Rollison. In fact, Local 1188 is already moving to increase the number of supportive city council members by endorsing three candidates in the next election. ■

EMS Transition on Agenda for Alberta's First Provincial Lobby

Securing the long-term future of seven fire-based ambulance services staffed by IAFF members will be on the agenda when the Alberta Fire Fighters Association (AFFA) holds its first-ever lobby of the provincial government later this year. The EMS concerns are the result of a hastily-made decision by the Alberta government last year to take over responsibility for land ambulance services from municipalities. The government's move came with few details about how the transition was to take place — for example, how a provincial ambulance funding model would impact an integrated fire-EMS service run by a municipality.

The transition moved forward on April 1, and all land ambulances are now provincially funded and subject to two-year interim contracts under their previous providers.

Three months after the transition, "the sky hasn't fallen yet," says AFFA President Craig Macdonald. Despite some operational hurdles in some departments, the change has in fact resulted in a number of positives. For example, instead of using the new provincial funds to cover existing ambulance costs, some Alberta cities have

actually used the provincial funds to hire new fire fighter-paramedics. In some of Alberta's dual-mode departments, such as Fort McMurray and Red Deer, IAFF affiliates successfully convinced their fire chief or city to stay in the ambulance service by emphasizing the merits of the system.

In all, some 62 of the 78 ambulance service providers in Alberta jumped at the chance to sign the interim contracts, a number that Macdonald says surprised the province.

The experience for the AFFA's newest affiliate, Canmore Local 4705, was as an example of the merits of affiliation and political action, Macdonald notes. When the City hinted at shedding its fire-based ambulance service due to the transition, members of the local — after a quick pep talk on lobbying by the AFFA — convinced the City to keep it, saving the full-time fire department at the same time.

"If you looked at this from up in the sky, all you would see is positives," Macdonald says. "But what happens in the next two years — that'll be the big question. So that's where we work over the next two years, putting on a lobby and bringing it forward."

When the interim contracts expire in 2011, individual municipalities will decide whether to stay in the EMS business or shed it and potentially open the door to a private operator.

As its lobby on the EMS transition takes

shape, Macdonald notes that the AFFA plans to take a coordinated approach to the issue. Because the province's locals have differences in their system, members will be consulted heavily before any position is formally brought forward to the Alberta government. And an effort will be made to bring the province's fire chiefs on board and benefit from the added voice.

The AFFA has successfully lobbied individual issues, such as presumptive cancer legislation, in the past at the provincial level. The AFFA inaugural Legislative Conference takes place in October, and other issues on the agenda will include adding esophageal, testicular and breast cancer coverage and other health and safety issues. ■

Connecticut Local President Promoted After Legal Battle

New Britain, CT Local 992 President Ed Preece has been promoted to fire lieutenant after a nearly two-year legal battle with the City of New Britain. Subsequent to two pretrial conference sessions, the City dropped its appeal to the Connecticut State Board of Labor Relations ruling, which called for Preece's immediate promotion.

In a settlement with the City, Preece was advanced to the higher position retroactive to October 10, 2007, with seniority and back pay. Preece and the City also came to an agreement over overtime pay losses.

"This was a long fight, but the ending was just," says Preece. "I am very pleased that the ruling by the Connecticut State Board of Labor Relations late last year now stands. And more importantly, I am glad to be serving New Britain's citizens in my new position on Engine 4."

Tension between Local 992 and fire department management began after Mark Carr was appointed fire chief in 2004. Among other things, Chief Carr took little action regarding safety concerns raised by fire fighters in 2005.

Also in 2005, Chief Carr twice proposed a new performance evaluation system and sent a draft to Local 992. The local's executive board and membership did not support the new system.

"The main issue is that we already have a method of evaluation in place through the City's civil service system," says Preece. "Per the rules of civil service, any changes have to be made through the negotiation process. Carr did not want to negotiate."

On January 1, 2006, a vacancy for lieutenant became available. Under the City's civil service rules, candidates are promoted from a "list of five plus three," (i.e., a list of the top five candidates on the written exam, plus three candidates who are residents of New Britain).



Canadian Locals Raise Money With Hockey Competition

Eleven teams, including five teams of IAFF members from the Toronto area, raised \$15,000 competing in the 2009 Camp Bucko Ball Hockey Challenge Cup on May 31. Two teams from Toronto Local 3888 and teams from Oakville Local 1582, Markham Local 2727 and Brampton Local 1068 (which won the cup) participated. Camp Bucko, located in Ontario's cottage country north of Toronto, is a camp for burn survivors aged seven to 17. Funds raised through the Camp Bucko Ball Hockey Challenge Cup help send the kids to camp at no cost to them and their families. Organizers of the tournament hope to have 16 teams participate next year. For more information about the tournament, visit www.buckochallengecup.org.



After the City failed to internally announce the vacancy or conduct the written promotional examination, Local 992 filed a grievance in May 2006 and won in arbitration in April 2007.

After the promotional exam was finally conducted in spring 2007, Preece — a 13-year veteran fire fighter — ranked first among the 15 fire fighters who passed the written exam. Still, Preece did not get the promotion.

Preece was also passed over for the five other lieutenant vacancies. Chief Carr said it was because the Local 992 president was not specific enough in his answers to interview questions and that he was not knowledgeable enough about health and safety.

The case went before the Connecticut State Board of Labor Relations in December 2008. After hearing evidence from both sides, the board ruled, "We find that the City discriminated against Preece in the promotional process for his union activities."

Further, the board ruled that Preece be promoted immediately to lieutenant and awarded back pay for the position.

The City appealed the decision to Connecticut Superior Court. However, upon hearing pretrial arguments in April 2009, the city dropped its appeal and Preece was promoted. ■

Florida Fire Fighters Test Ocean Rescue Skills

After St. Johns County, FL Local 3865 fire fighters began cross-training in ocean rescue earlier this year, six members decided to put their skills to the test. Local 3865 Treasurer Max Schafer and members Jason Green, Jason Baer, Arend Wesseling, Steven Anderson and Pete Groleau entered the 16th Annual Jacksonville Beach Ocean Rescue Challenge.

Local 3865's team was one of 16



IAFF members from St. John's County, FL Local 3865 improve their ocean rescue skills.

competing in several events, including effecting a rescue, beach relay, board race, rescue tube race and beach flags race.

"It was a true challenge because all of the other teams were comprised mainly of experienced lifeguards, but we represented the fire fighting profession well," says Schafer. Local 3865 was the only team of professional fire fighters.

While the team did not place high in overall competition, Schafer says it was a good opportunity to network and get ideas.

New Strategies in Maine Bring Success

Cancer presumptions and expanded membership services benefit members

The recent passage of legislation protecting Maine fire fighters if they contract certain cancers on the job is one of many recent victories for the Professional Fire Fighters of Maine (PFFM). Particularly over the past two years, the PFFM has implemented new strategies to not only strengthen their presence as a political powerhouse, but also their ability to provide efficient, effective services to their members.

Paving the way toward positive change is PFFM President John Martell. "None of the Maine fire fighters' successes could have come about without the support and hard work of all of our leaders and locals," says Martell. "I am proud of how this organization has come together as one to accomplish our objectives."

Martell began his state-level work in 2004 when the PFFM was facing a major threat to jobs. The "Palesky Proposal," named after the person who led the campaign, was a referendum calling for property tax limitations that would significantly reduce the revenue for municipalities. This put an estimated 400 of the 950 PFFM members' jobs in jeopardy.

The PFFM — with Martell's help — was able to squash the referendum through a television advertising and grassroots campaign. "The campaign really helped unify Maine's affiliates," says Martell. "We all wanted to save jobs, so everyone did their part."

Coming off the success of that campaign and others, Martell, Portland Local 740 member Dick Wurfel, South Portland Local 1476 member Mike Williams (now PFFM 2nd District Vice President) and Bangor Local 772 member Ronnie Green (now PFFM 4th District Vice President) worked together to push legislation that would give retired fire fighters and cops a stipend for health care after leaving the job. And their efforts paid off.

After being elected president of the PFFM in 2007, one of Martell's first goals was to improve and expand services to members by making some structural changes. Each of the four districts was reconfigured to include the same number of locals and each district vice president was given more authority to assist their affiliates.

Included on the Executive Board are: Secretary-Treasurer Dave Bickford, PFFM 1st District Vice President Michael Crouse (former IAFF Chief of Staff and

St. Johns County Local 3865 covers the county's coastline, which includes St. Augustine, a popular vacation spot. Since completing the ocean rescue training, Local 3865 fire fighters have made several calls to distressed boats and swimmers.



From left: Bangor, ME Local 772 member Ron Green, Sanford, ME Local 1624 President Gerald Gay, State Senator Stan Gerzofsky (behind the governor), Governor John Baldacci, PFFM President John Martell, Senator Phil Bartlett (behind Martell), IAFF General President Harold Schaitberger, Brunswick, ME Local 1718 Treasurer Tom Bull and IAFF 3rd District Vice President Mike Mullane.

16th District Vice President Emeritus); PFFM 2nd District Vice President Mike Williams; PFFM 3rd District Vice President Mike Scott; and PFFM 4th District Vice President Ronnie Green.

The four now are now fully engaged in providing direct service to the locals in their districts, as well as direct links to IAFF services, including the IAFF Guardian Policy and IAFF-provided education and training.

Recently, the IAFF and the PFFM pooled their resources to rally to bring back 23 laid-off fire fighters in Portland. At the event, IAFF General President Harold Schaitberger called on the City of Portland to work with the IAFF and its fire fighters to find a solution to the budgetary crisis.

Politically, the PFFM has hit its stride. Two IAFF members were elected to the Maine House of Representatives — retired Lewiston Local 785 member Mike Lajoie and Old Town Local 1655 fire fighter Benjamin Pratt. And among the national campaigns, the PFFM was very instrumental in the re-election of Senator Susan Collins, among others.

Additionally, three bills supported by the PFFM in the state legislature were passed, including the cancer bill.

Beginning September 12, fire fighters diagnosed with kidney, prostate, breast, non-Hodgkin's lymphoma, testicular, colon, brain, bladder, leukemia or multiply myeloma cancers will be eligible for workers' compensation benefits.

Maine already has presumptive protection for cardiovascular, pulmonary and infectious diseases. ■

Local 3865's ocean rescue team plans to return next year for the 17th Annual Jacksonville Beach Ocean Rescue Challenge. For more information, email Max Schafer at treasurer@iafflocal3865.org ■



2009 Media Awards Contest

Every day, in largely unpredictable locations, the vital work of fire fighters and rescue workers comes alive in news photos and stories, in newspapers, on television, radio and the web. What IAFF members accomplish — at work sites not of their own choosing or timing — becomes vividly apparent to viewers and readers well beyond the local. Yet many of the stories and pictures honored here underscore something equally valuable: they put a face on these fire fighters, documenting their humanity as citizens who contribute to their communities in their off hours, as well.

The IAFF Media Awards Contest pays tribute to those who, in the public media and through their affiliates, document these varied and valued facets of fire fighters. This year, the contest attracted 244 entries. For full contest results and photos, visit www.iaff.org.



News Photo (circulation over 100,000)
First Place Tie — "Fire and Ice"

NEWS PHOTO (Circulation Over 100,000)

FIRST PLACE (TIE)

"Fire and Ice"

Toronto Sun

Photo by: John Hanley

Submitted by: Toronto, ON Local 3888

A six-alarm inferno with repeated flare-ups destroyed apartments and shops in an historic, trendy block of Queen Street in Toronto.

"Stymied Drivers"

Hamilton Spectator

Photo by: David Ritchie

Submitted by: Burlington, ON Local 1552

The season's first snowfall contributed to a collision between a van and truck. Two fire departments were involved in extracting four passengers.

SECOND PLACE

"Commercial Fire"

Toronto Sun

Photo by: John Hanley

Submitted by: Clarington, ON Local 3139

Several hose lines hit the deep-seated fire that destroyed several downtown businesses in Bowmanville, Ontario.

HONORABLE MENTIONS

"Princess Rescued"

Miami Herald

Photo by: Mike Jachles

Submitted by: Broward County, FL Local 4321

Captain Hal Mudick of Sunrise Fire Rescue

carries Princess the puppy to safety. She was caged in a house that caught fire when no one was home.

"North End Blaze"

Winnipeg Free Press

Photo by: Boris Minkevich

Submitted by: Winnipeg, MB Local 867

Although no injuries occurred, a fire in Winnipeg's North End termed suspicious in origin completely destroyed a home that had been vacated the prior week.

"Comforting a Child"

Daily Herald

Photo by: Bill O'Neill

Submitted by: Elgin, IL Local 439

Elgin fire fighter J.P. Fahy comforts one of the children thrown from a vehicle that rolled several times in a crash on Interstate 90.

NEWS PHOTO

(Circulation Under 100,000)

Submitted by: Bradford, PA Local 655

Fire fighter Scott Plowman looks out of a second-story window where he is fighting a residential fire. There were no injuries because, according to the fire captain, the boy in the home "did exactly what we teach them to do in schools, and it made the knockdown a lot easier for us."



News Photo (circulation over 100,000)
First Place Tie — "Stymied Drivers"

NEWS STORY

(Circulation Over 100,000)

FIRST PLACE

"Cancer Takes Heavy Toll on Seattle Firefighters"

Seattle Post-Intelligencer

Written by: Kathy Mulady and Casey McNerthney

Submitted by: Seattle, WA Local 27

Washington state law assumes that seven forms of cancer are assumed to be job related for fire fighters. This feature profiles Dave Jacobs, who suffers from esophageal cancer.

SECOND PLACE

"Fashioning 'skin suits' for burn-ravaged bodies"

Toronto Star

Written by: Tanya Talaga

Submitted by: Toronto, ON Local 3888

A woman who sews "skin suits" — pressure garments for the dermis layers of skin — is profiled in this article in a three-part series on burn victims.

HONORABLE MENTION

"He was never alone"

St. Louis Post-Dispatch

Written by: Christine Byers

Submitted by: Professional Fire Fighters of Eastern Missouri Local 2665

Fire fighter-paramedic Ryan Hummert, victim of a shooter after responding to what seemed a routine car fire, had the continuous company of his comrades in the ambulance to the hospital, at his autopsy and at a vigil by his body at the funeral home until he was buried.

NEWS STORY

(Circulation Under 100,000)

FIRST PLACE

"Brownout of Fire Station #21 will have citywide impact"

Plain Press

Written by: Joe Narkin

Submitted by: Cleveland, OH Local 93

Home base for the city's only fireboat, Fire Station

21 would have brownout days when fewer than 187 frontline fire fighters were available for duty.

SECOND PLACE

"W-B firefighter staffing questioned"

Times Leader

Written by: Bill O'Boyle

Submitted by: Wilkes-Barre, PA Local 104

"The less are doing more, but it may not be enough," said Tom Makar, president of Local 104, commenting on reduced staffing levels.

HONORABLE MENTIONS

"Every Parent's Nightmare—A School Bus Tragedy"

Macon County Chronicle

Written by: Misty Gammons

Submitted by: Gallatin, TN Local 4501

On a December Saturday, emergency workers from various departments and numerous counties met at a high school to learn not only about the construction and safety components of buses but also how to rescue passengers trapped inside or outside the bus.

"Firefighters must obey speed limit"

Burlington Post

Written by: Jason Misner

Submitted by: Burlington, ON Local 1552

A new policy mandates that fire trucks and other department vehicles must follow the posted speed limit. Fire Chief Steve Thurlow said that over the past five years, the department had a 60 percent rise in accidents.

EDITORIAL OR COLUMN

FIRST PLACE

"Fellow firefighters, city owe gratitude to Raffa, Courtney"

Worcester Sunday Telegram

Written by: Nick Kotsopoulos

Submitted by: Worcester, MA Local 1009

"A tough act to follow" is what this columnist called Local 1009's president and vice president, who had led it since 1997 but opted not to run for re-election.

SECOND PLACE

"A long road to healing"

Winnipeg Sun

Written by: Ross Romanuk

Submitted by: Winnipeg, MB Local 867

A year after two fire fighters died on the job, an entire community of emergency workers continues to suffer and grieve. "This is a tragedy that keeps going," the local's president said. However, the tragedy has led to improvements, such as new waterproof radio microphones.

TV NEWS STORY

FIRST PLACE

"Queen Street Fire"

Citytv Breakfast Television

Reported by: Tracy Moore

Submitted by: Toronto, ON Local 3888

Because this early-morning fire was just a few blocks from the Citytv studios, Breakfast Television was first on the scene to cover it. The live coverage included a recap of the relevant issues with fire fighting.

SECOND PLACE

"Mount Pleasant Street Fire"

WUSA-TV

Reported by: David Statter; Vito Maggiolo, photographer

Submitted by: Washington, DC Local 36

An apartment fire led to five mayday calls, two



News Photo (circulation over 100,000)

Second Place — "Commercial Fire"

"Fire Ops 101"

Fox 29

Reported by: Claudia Gomez

Submitted by: Philadelphia, PA Local 22

"What fire fighters live and die for" is what the mayor, city council members, a U.S. representative and the reporter learned about in Fire Ops 101, as they suit up and "train" with the help of Engine Co. 180.

"Pheasant Hunting with a Fire Fighter"

The Outdoor Channel

Reported by: Keith Mark and Tim Mahoney

Submitted by: Kansas City, KS Local 64

The Kansas City Fire Department and Local 64 join MacMillan River Adventures host Keith Mark on a pheasant hunt. The host also visits the fire station, where he highlights the brotherhood, honor and importance of fire fighting.



News Photo (circulation under 100,000)

First Place — "More Air"

RADIO NEWS STORY OR EDITORIAL

FIRST PLACE

"Touring the Simulator"

KWPC Radio

Reported by: Charles Potter

Submitted by: Muscatine, IA Local 608

A local reporter toured an activated interior fire attack simulator that was on loan from the state fire marshal. As a training tool, the simulator creates a number of scenarios for house fires.

SECOND PLACE

"Queen Street Fire"

CFRB News Talk 1010

Reported by: Ryan Bird

Submitted by: Toronto, ON Local 3888

Radio brought the details to life in the case of a six-alarm blaze in downtown Toronto. More than 100 fire fighters were on the scene of the fast-spreading fire.

NEWS STORY ON WEB-BASED SITE

FIRST PLACE

"Wildlife Training"

www.1rbn.com

Reported by: Mark Treglio

Submitted by: Jacksonville, FL Local 122

This photo report covered a one-week class in spring 2008 that gave fire fighters a leg up in preparing for the wildfire season. After the class, the Jacksonville Fire and Rescue Department had more than 300 forestry certified fire fighters.

SECOND PLACE

"Arson Fire"

www.firehouse.com

Reported by: Jay K. Bradish

Submitted by: Bradford, PA Local 655

The occupant of a Bradford house was arrested on charges including arson after a two-alarm fire destroyed his house and caused exposure damage in the neighborhood.

FIRE SERVICE PHOTO ON WEB-BASED NEWS SITE

FIRST PLACE

"Elgin Dive Box — Icy Fox River"

www.elginet.com

Photo by: Bill O'Neill

Submitted by: Elgin, IL Local 439

Two Local 439 divers Cy Mikleson and Bill Nangle in ice rescue suits investigate a submerged Porsche. It turned out to be stolen, and there was no one to rescue. Hoffman Estates Local 2061 also responded.



Fire Service Photo on Web-Based News Site — First Place "Elgin Dive Box — Icy Fox River"

SECOND PLACE

"Fire in the Hole"

www.firefightingnews.com

Photo by: Bruce Garner

Submitted by: Chattanooga, TN Local 820

"Just when we thought we were making progress, the fire would pop up again in another part of the attic," said battalion chief Mike Knox about this house fire that flared up when no one was home.

HONORABLE MENTION

"Warehouse Fire"

BSO News Blog

Photo by: Mike Jachles

Submitted by: Broward County, FL Local 4321

Broward Sheriff Fire Rescue crews man a hand line on a two-alarm fire in a warehouse, where acetylene tanks were burning. About 30 fire fighters battled the blaze for a half hour.

AFFILIATE PUBLICATION

(Circulation Over 1,000)

FIRST PLACE

Tailboard Talk

Produced by: Pat Davaney

Submitted by: Associated Fire Fighters of Illinois

This two-color, twice-yearly newsletter is dedicated to keeping 15,000 Illinois members apprised not only of local activities but also the likely impact of legislation pending in Springfield.

SECOND PLACE (TIE)

The Helmet

Produced by: Ted Waldroup

Submitted by: Indianapolis, IN Local 416

In its October/November 2008 issue, Local 416 celebrates paying off its building, making the local debt free after 20 years.

The Houston Fire Fighter

Produced by: Michael Bingham

Submitted by: Houston, TX Local 341

Member classifieds and civic advertising further the usefulness of this monthly, which runs 40 pages or more. Members' activities on and off the job come to life in stories and pictures.

HONORABLE MENTIONS

The Backdraft

Produced by: Palm Beach County, FL Local 2928

Submitted by: Palm Beach County, FL Local 2928

Produced quarterly, this four-color magazine promotes "One union, one family." The April-May-June issue featured a legal column and an interview with the newest bagpiper.

The Hawaii Fire Fighter

Produced by: Robert H. Lee

Submitted by: Hawaiian Islands, HI Local 1463

In the June issue of this two-color tabloid, the suit filed by the Hawaii Fire Department battalion chiefs for rank-for-rank privileges took center stage. Each article examined it from a different perspective of consequence to members.

California Professional Firefighters

Produced by: Lou Paulson

Submitted by: California Professional Firefighters

Four times a year, this four-color tabloid brings news and views to its members statewide. The third-quarter issue featured a special insert for the November general election with recommendations on propositions as well as endorsements of senate and assembly candidates.

Backdraft

Produced by: Darren L. Orr

Submitted by: Salt Lake City, UT Local 1645

Four-color printing makes photos pop in this magazine published three times a year. It's also rich in features, with recipes, crosswords and activity pages just for kids.



Fire Service Photo on Web-Based News Site — Second Place "Fire in the Hole"

AFFILIATE PUBLICATION

(Circulation Under 1,000)

FIRST PLACE

The Hamilton County Fire Fighter

Produced by: Anthony L. Murray

Submitted by: Hamilton County, IN Local 4416

"All the articles and info you had before and much more," boasts the first issue of a new bimonthly newsletter for Local 4416.

SECOND PLACE

Alaska Professional Fire Fighters

Produced by: Mark Drygas

Submitted by: Alaska Professional Fire Fighters

The November elections dominated the fall edition of this compact, four-color newsletter. In addition to candidate endorsements, the issue noted all contributors to the Alaska Fire Pac.

AFFILIATE WEB SITE

FIRST PLACE (TIE)

www.savefd.com

Produced by: Dave Kearney

Submitted by: Philadelphia, PA Local 22

This site focuses on community activism: to educate and inform the public about the dangers and results of closing fire companies. Visitors can sign up for email alerts or click through to the Facebook cause.

www.pffg.org

Produced by: Richard L. O'Brien

Submitted by: Greensboro, NC Local 947

Billing itself as "the voice on the job for Greensboro's bravest," this site quickly links members to IAFF news, local resources, upcoming events and a host of other important links at every level.

SECOND PLACE

www.cpf.org

Produced by: Lou Paulson

Submitted by: California Professional Firefighters

Complemented by crisp illustrations, a well-composed homepage enables the state group to serve the needs of members, the fire service and the public media.

HONORABLE MENTIONS

www.iafflocal738.org

Produced by: Doug Boczek

Submitted by: Mount Vernon, IL Local 738

Shift calendars are just the beginning of what a visitor can access from the home page. A video taken during an arson investigation training graphically illustrates how rapidly a fire can spread in a normal room.

www.uflac.org

Produced by: Mike Bullis

Submitted by: Los Angeles City, CA Local 112

Not only news but also UFLAC videos and

webcasts are available from the homepage of

this site. A box for breaking news gives

headlines for fires in progress.

headlines for fires in progress.

Produced by: Tim McDermott

Submitted by: Norman, OK Local 2067

Union business, international news and

department news are easy to access at the top of

Local 2067's homepage. Droll warnings greet

nonmembers who stray to the members-only

portion of the site.

portion of the site.

AFFILIATE PUBLIC RELATIONS CAMPAIGN

FIRST PLACE

"Firefighters on Your Side"

Produced by: Lou Paulson and California

Professional Firefighters

Submitted by: California Professional Firefighters

The importance of planning and practicing a fire escape plan come to life in this public safety campaign. Print, video, television and web site components are all bilingual, given that more than one-third of the state's population is Latino. Numerous interviews that CPF secured were consolidated onto a CD.



Fire Service Photo — First Place Tie
"Pediatric Resuscitation"



Fire Service Photo — First Place Tie
“From Above”

SECOND PLACE (TIE)

“A Life Safety Message”

Produced by: Jason Davis
Submitted by: Metro-Dade, FL Local 1403
“Vote no — punch #241,” urges Local 1403 in this series of videos distributed on CDs. “Response time means survival,” it tells viewers as it takes them through the probable impact on EMS, fire staff, locations and the budget.

“Christmas Eve in Yonkers”

Produced by: Patrick Brady
Submitted by: Yonkers, NY Local 628
An ad in *The Journal News* details the four hours after a 9-1-1 call comes into Yonkers Fire Dispatch on Christmas Eve. The message to readers: the anticipated cuts to the department would have affected a series of actual emergency calls answered that afternoon.

HONORABLE MENTIONS

“Save Alameda Firehouses”

Produced by: Don Pemberton
Submitted by: Alameda, CA Local 689
The site www.savealamedafirehouses.com proclaims, “It’s a burning issue,” and that issue was probable cuts to street-level fire and emergency services in the city of Alameda.

“Do You?”

Produced by: Rick Snodgrass
Submitted by: Lakewood, WA Local 1488
To promote recruitment, a quartet of posters features action shots of fire fighters. One poster showing a fire fighter with a hose on a crane asks, “We aim to please ... do you?”

AFFILIATE CALENDAR

FIRST PLACE

“Monticello Fire Department Firefighters: Calendar of Local Heroes”

Produced by: Corey Nolan
Submitted by: Monticello, IN Local 2278
For the fourth year, Local 2278 sent proceeds from this locally sponsored, large-format calendar to the Hoosier Burn Camp.

SECOND PLACE (TIE)

“Seattle Fire Fighters Union Local 27 2009 Calendar”

Produced by: Seattle Fire Fighters Union
Submitted by: Seattle, WA Local 27
In addition to photos depicting members on the job, this calendar shows them engaging the public in safety and rescue demonstrations, enjoying a family picnic and supporting a signature cause — the Muscular Dystrophy Association.

“Philadelphia Fire Fighters’ Union IAFF Local 22 2009 Calendar”

Produced by: Dave Kearney
Submitted by: Philadelphia, PA Local 22
Platoon schedules, health plan contacts and a directory are some of the useful add-ons to this four-color calendar. It’s sent to both active and retired members.

AFFILIATE SPECIAL/ONE-TIME/ANNUAL PUBLICATION OR PROJECT

FIRST PLACE

“Lakewood Fire District 2 Trading Cards”

Produced by: Michael Dobbs and Rick Snodgrass
Submitted by: Lakewood, WA Local 1488
A set of 12 cards showcases District 2 fire apparatus, units and stations. After securing funding through local sponsors, the district produced the four-color cards. Each trading card acknowledges a sponsor and promotes a particular safety message.

SECOND PLACE (TIE)

“Pictures of Us: The Anchorage Fire Department”

Produced by: David Denslow
Submitted by: Anchorage, AK Local 1264
Every decade, Local 1264 produces this hardbound book. In four-color photography, it presents its many employees — noting years of service — and faithfully documents the local’s several units, charitable activities throughout the years and milestones of every kind.

“Station 10 in Action”

Produced by: Mark Treglio
Submitted by: Jacksonville, FL Local 122
“Just as soon as I belong, then it’s time I disappear,” sings the background track for this four-minute video, which captures the highlights of a Station 10 fire response from start to finish.

HONORABLE MENTIONS

“California Firefighters Memorial Booklet 2008”

Produced by: Lou Paulson
Submitted by: California Professional Firefighters
On October 18, the California Firefighters Memorial Ceremony took place in Sacramento, adding 26 names of fallen fire fighters — one dating back to the 1940s — to the memorial wall. Each one of them was profiled in the 20-page program book.

“Generations of Struggle”

Produced by: Philadelphia, PA Local 22
Submitted by: Philadelphia, PA Local 22
Local 22 produced this DVD in anticipation of arbitration. Philadelphia has lost more fire fighters than any other city since 1980, the video points out, and is also the only major city that does not provide full retiree health care to its retiring fire fighters.

PUBLIC RELATIONS CAMPAIGN FOR FIRE OPS 101

FIRST PLACE

“Fire Ops 101”

Produced by: Professional Fire Fighters of Vermont
Submitted by: Professional Fire Fighters of Vermont
In the introduction to this video, Vermont’s Lieutenant Governor Brian Dubie said he had “never stuck my nose into a real fire.” Last September in Pittsford, he and many other government officials and local reporters got their chance to suit up and see what it might be like.

SECOND PLACE

“Grand Forks Fire Ops 101”

Produced by: Grand Forks, ND Local 242 and Professional Fire Fighters of North Dakota
Submitted by: Grand Forks, ND Local 242 and Professional Fire Fighters of North Dakota
In this brief video montage, officials at all levels of government became “trainees” at a Fire Ops 101. Local 242 members helped them progress from sitting in classroom lectures to actually extinguishing a fire.

FIRE SERVICE PHOTO

(Non-published, taken by an IAFF member)

FIRST PLACE (TIE)

“Pediatric Resuscitation”

Photo by: Mark Treglio
Submitted by: Jacksonville, FL Local 122
Local 122 first used this staged photo to help defeat Amendment 1 last January and now allows the photo to be used for public relations campaigns elsewhere in Florida.

“From Above”

Photo by: Brian Bastinelli
Submitted by: Harrisburg, PA Local 428
Lieutenant Doug Bair works to open the interior and check for hidden fire during this two-alarm house fire. An arson fire, police were able to apprehend the suspect.



Fire Service Photo — Second Place
“Metro Rail Rescue”

SECOND PLACE

“Metro Rail Rescue”

Photo by: Ignatius (Iggy) Carroll Jr.
Submitted by: Miami, FL Local 587
After a man falls onto the rail tracks, a technical rescue team goes to work, executing a confined-space rescue under a train car.

HONORABLE MENTIONS

“A Fire Fighter and His Son”

Photo by: Gregory W. Bennett
Submitted by: Seattle, WA Local 27
Seattle fire fighter Tony Knox of the E26/D platoon seems to be telling his oldest child, four-year-old Kysen, “Someday, son, this will be all yours.”

“Nice Night as Long as It Doesn’t Get Cold”

Photo by: David Butterfield
Submitted by: Saskatoon, SK Local 80
As the ubiquitous ice suggests, it was 5° Fahrenheit on the December night when Chau’s Commodore Restaurant caught fire in Saskatoon.

“Feel the Heat”

Photo by: Jon Tamlin
Submitted by: Toronto, ON Local 3888
Fire fighters at the Toronto academy train under circumstances that are as close to real as possible, and this photo captures the intensity and drama of a critical moment.

“Man versus Machine”

Photo by: Rick Snodgrass
Submitted by: Lakewood, WA Local 1488
Lakewood fire fighters work to extricate a man trapped under a paving machine. The worker went to the hospital with serious leg injuries. ■

Social Media Clicks With Fire Fighters

Social networking isn't just for techies any longer.

Twitter and Facebook are among the most popular, powerful new tools in the social networking media universe, and an increasing number of IAFF affiliates are using them to get their messages out.

Twitter enables users to send and read messages known as tweets — text-based posts with a limited number of characters. Facebook, the largest social network, boasts 250 million active users. Twitter is without a doubt one of, if not the fastest-growing web application.

Both have become indispensable in the digital world.

"Twitter fits the American lifestyle," says Jay Lowry, who uses Twitter to follow and report on fire fighters and fire departments around the world through his web site and blog at firefighterhourly.com. "It is brief and it is fast — you have 140 characters, so you've got to get to the point."

With attention spans getting shorter, Twitter and Facebook can quickly send a message to a group of people, and remove any filters (such as local governments and the media) between you and your intended audience. "Twitter and other new social media level the playing field and put fire fighters in the same ball game with respect to messages," Lowry says.

This is particularly good news for IAFF affiliates, which are increasingly using Facebook and Twitter as miniature blogs to spread their

message and increase its impact by reaching a broader audience — an audience that can also actually participate in the conversation. The best part? These new technologies and tools won't break the bank.

Mikel Bullis, president of UnionCentrics,

"Our Facebook page has been extremely effective.

We were able to get information to thousands of people and send a message to the City that it could not ignore."

— Steve Clelland, President
Orlando, FL Local 1365

which provides custom web design and hosting for IAFF affiliates — among others — is seeing rising interest in social networking media. "I encourage IAFF locals to use Facebook and Twitter," he says, especially as web sites alone become less effective. "Web sites are a 'one-trick pony.' I tell my clients 'to go where the pond is well stocked' and leverage Facebook or other social networks to drive traffic to their web site."

"Our Facebook page has been extremely effective," reports Steve Clelland, president of Orlando, FL Local 1365.

Local 1365 member Matt Magee, one of 46 fire fighters receiving pink slips

earlier this year, developed the Facebook group to enlist the community's help to prevent the layoffs that the City announced. The layoffs were to become effective October 2, 2009. In a matter of weeks, the page attracted nearly 20,000 members, and it is still growing.

"We were able to get information to thousands of people and send a message to the City that it could not ignore," says Clelland. The page includes a link to a "Rescue Orlando Fire" web site, which provides additional information.

Similarly, San Francisco, CA Local 798 used Facebook as part of an aggressive and offensive strategy to keep firehouses open and fully staffed.

"Facebook is a fantastic tool," says Local 798 Treasurer Tom O'Connor.

With San Francisco facing a budget deficit of nearly \$600 million, the City threatened to close firehouses. But Local 798 feared it was losing its older base of activists as families moved to the suburbs for better schools and other services.

"We needed to reach a new generation of renters," explains O'Connor. "Our campaign blended old-school politicking with new online social networking tools."

Local 798 used traditional media — such as bus stop and newspaper ads — to drive supporters to Facebook, which asked "friends" to go to rallies, make calls to politicians and attend meetings at City Hall. In addition, Local 798 used online ads in the *San Francisco Chronicle* and *San Francisco Examiner* to move people online. "I never thought Internet ads would actually work, but they did," O'Connor admits.

With more than 8,000 friends on its "Save Our Firehouses" page, Local 798 quickly turned hundreds of citizens into activists by giving out T-shirts to anyone who lived in the City and called their supervisor.

In addition, the local made robo calls — including calls in Chinese — that put citizens through to their supervisor by pressing "1." "Supervisors received 100 phone calls in Chinese!" says O'Connor.

"The City backed off," he reports. "At the end of our budgetary battle, we ended up not losing any stations and avoiding brownouts and layoffs. We even received a three percent raise. It's truly amazing."

When Reno, Nevada, implemented rolling brownouts late last year, Reno Local 731 began using Twitter to tell the public what stations are closed each





day. "It's been extremely effective," says Local 731 President Bradley Jensen. "We can update citizens about station closures that the City won't talk about."

The City, which is shutting down rigs, denies that it is closing fire stations. The apparatus remain in the station bays, but are out of service. "People see the rigs and don't know that shutting down engine companies effectively shuts down the fire station," Jensen explains.

"When the local news channel interviewed residents about the closings, they didn't know anything about it," he continues. But because of Facebook and Twitter, Jensen says people now realize that they were only getting one side.

To spread the word to the public about daily brownouts in Los Angeles neighborhoods, Los Angeles, CA Local 112 has posted an interactive "Brownout Closure Map" on its web site for citizens to use to find out when brownouts hit their community. "It has proved invaluable in our current fight to stop these closures," says Local 112 President Pat McOske. "It's getting thousands of hits and it's driving elected officials crazy!"

Frustrated over fire station closures in its city, Anchorage, AK Local 1264, also took matters to Twitter. "The City wasn't doing enough to tell neighborhoods which stations would be closed for the day," says Tom Westcott, president of Local 1264.

"From the City's standpoint, it is not politically popular to publicize that it is closing down 20 percent of the department's fire apparatus on a given day," says Westcott. But now — thanks to Twitter — on a daily basis, anyone who wants to know what apparatus are shut down, is informed.

In Columbia, South Carolina, Local 793 created a Twitter page as part of its public relations campaign to correct misperceptions concerning the fire

department budget. Using Twitter — in combination with traditional media — Local 793 was able to make significant strides with local media and elected city leaders about fire department and public safety concerns.

Local 793 President Mike Cosola says Twitter was a way to broadcast the fire fighters' message to as many people as a major media network. "Previously 'unreachable' elected council members are now contacting us to discuss the current and upcoming budget year," says Cosola.

The Twitter page also helps the local keep up with local news without having to constantly update the web page. "Essentially, immediate and pressing news and information can now be sent instantaneously to everyone following Local 793's Twitter page," says Cosola.

He adds that social media has helped traditional newspaper and television news sources to air both sides of the story. "Now, citizens and fire fighters alike have a single place they can go to educate themselves about public safety issues in Columbia."

Lowry, who included the Columbia fire fighters' story in his firefighterhourly.com blog, says, "Social media has the ability to take what would otherwise be a small incident and share it with the world." The blog helped bring Columbia Local 793's issue to the local media's attention. "In this case and others, the entire world is now able to listen to both sides," he says.

"Our local media are following us on Twitter," says Doug Boczek, secretary for Mount Vernon, IL Local 738. "They had no idea what was going on." Local 738, which uses Twitter and Facebook to communicate directly with the public, is seeing a dramatic increase in fans and followers. "It's growing very quickly," notes Boczek.

These examples illustrate how social networking tools can help IAFF affiliates do a better job of sharing information, connecting with the public on a personal level and interacting directly with those in their network. "Nobody in the fire service will say there's nothing to talk about," notes Lowry. "Social media gives them a voice and a means of sharing information, supporting each other and having a common voice."

Bullis adds, "Another benefit is that it puts a face to people in the union and reflects positively on the local." Even better, social media can help track and influence your own reputation or public image.

But it's important to keep it professional.

Lowry cautions, "New media is out there for anyone to find, so be sure the information you put up is factual." Anything can be used for the wrong reason.

Another big issue is the lack of control over content. Some would say it's a losing game. "Using social networking media requires a change in mindset and giving up the control that we're used to," says Bullis.

In Orlando Local 1365's case, it did not want its Facebook page to appear censored. "Some of the posts are not supportive of the fire fighters, but we did not delete them," says Clelland, who notes that there is not much sympathy in these hard economic times for not wanting to take cuts. "It's a very dangerous PR walk down this path," he says.

However, Clelland remains optimistic that the 46 jobs can be saved, as well as an additional 24 vacant positions. "We are working with the City towards a solution that would include forgoing raises," he says. "We recognize what's



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happening nationally and, while not ideal, it will save jobs and protect public safety."

Reno Local 731, which was successful in removing the previous fire chief following a vote of no confidence, has dialed back its political action efforts and softened its Twitter updates and is working to support the new chief. "It's time to make things right," says Jensen, whose members have made more than \$500,000 in concessions and given up raises to prevent fire fighter layoffs. He notes, however, that he's ready to ramp it up again if necessary.

Social media is still in its infancy and despite these success stories, there is still a good amount of reluctance to use these new technologies. "It's fear of the unknown," says Bullis. "Today's younger generation is very technologically savvy, but the older guys find it intimidating. They think it's too late for them."

"Using Twitter and Facebook is not difficult," says Lowry. "If you don't use it, those going after fire fighters and the unions will figure it out and use it."

Darius Barns, of Unions America, which offers Internet services to labor unions, including many IAFF affiliates, believes that once more people realize social media provides a way for more people to see information, more will use it. "As long as members are actively using it, it offers a valuable benefit," he says.

Boczek has found Twitter to be especially useful for updating Local 738's web site and Facebook page. "Before, I had to be at a computer and logged in to update our site. Now I can do it with Twitter using my cell phone."

Clearly, communication is no longer one channel, URL, medium or platform. Some experts anticipate that the laptop computer will no longer even be necessary. "Everything is moving to a

cellular platform, and all forms of information delivery will need to be mobile," predicts Bullis.

Whatever happens, one thing is certain:

as social networking technology continues to mature, there will be even more ways to deliver information at a click. ■

The Social Medium

■ Facebook (www.facebook.com)

Facebook is a friendly online platform that allows users to connect with others based on common interests. Users can join networks organized by city, workplace, school or region and can add friends, send messages, and update their personal profiles to notify friends about themselves.

■ Twitter (www.twitter.com)

Twitter is a web-based service that allows users to send short text messages (tweets) to a group of people (followers) at the same time. People sign up to follow and then receive these posts of up to 140 characters on their cell phones, computers or PDAs. Sending messages is called tweeting (messages are called tweets). Followers can tweet back. Twitter is a way to get instant feedback or information.

■ YouTube (www.youtube.com)

YouTube is a video sharing web site where users can upload and share videos. YouTube uses Adobe Flash video technology to display a wide variety of user-generated video content, including movie clips, television clips and music videos, as well as amateur content such as video blogging and short original videos. Most of the content on YouTube has been uploaded by individuals. Unregistered users can watch the videos, while registered users are permitted to upload an unlimited number of videos.

■ LinkedIn (www.linkedin.com)

LinkedIn is a business-oriented social networking site mainly used for professional networking. The purpose of the site is to allow registered users to maintain a list of contact details of people they know and trust in business. The people in the list are called Connections.

Users can invite anyone (whether a site user or not) to become a connection. This list of connections can then be

used to gain an introduction to someone you wish to know through a mutual, trusted contact and find jobs, people and business opportunities recommended by someone in one's contact network.

■ Flickr (www.flickr.com)

Flickr is an image and video hosting web site and online community for users to share personal photographs and videos. The service is also widely used by bloggers as a photo repository.

■ StumbleUpon (www.stumbleupon.com)

StumbleUpon is an Internet community that allows its users to discover and rate web pages, photos and videos. It is a personalized recommendation engine which uses peer and social networking principles. Web pages are presented when the user clicks the "Stumble!" button on the browser's toolbar.

■ Google Bookmarks (www.google.com/ig)

Google Bookmarks is an online service that lets you save your favorite sites and attach labels and annotations. Unlike the bookmark feature from your browser, Google bookmarks are stored securely online, so they are accessible even if you're using other computers. The most important features that set Google Bookmarks apart is that all your bookmarks are private (nobody else can see them) and fully searchable and you can search the entire page.

■ MySpace (www.myspace.com)

MySpace is a social networking web site like Facebook with an interactive, user-submitted network of friends, personal profiles, blogs, groups, photos, music and videos.

■ Plaxo (www.plaxo.com)

Plaxo is an online address book and social networking service. It provides automatic updating of contact information. Contacts are stored in the central location, making it possible to list connections between contacts and access the address book from anywhere.



The IAFF Facebook Group — I.A.F.F. Professional Firefighters — is a closed group. You must be an IAFF member to join.

Arbitrator Rules Suspensions of Fire Fighters Unjust

A favorable ruling in an IAFF Guardian Policy case ensures that Rumford, ME Local 1601 fire fighters' right to take political action is protected. An arbitrator ruled that the town did not have just cause to suspend the fire fighters and did not follow disciplinary procedures as dictated in the labor-management contract.

Belanger demanded that the "instigators" be fired and the "supporters" be suspended without pay. Soon after, the town manager sent letters notifying Mark Tripp that he would be suspended for one week without pay and that nine Local 1601 fire fighters would be suspended for one day without pay.

The suspensions were implemented without

"Our Local 1601 members were able to fight and win their case. As a result, they received a fair and just ruling."

—Professional Fire Fighters of Maine (PFFM) President John Martell

The case arose after Local 1601 publically endorsed two Town Board of Selectmen candidates last year. "Our Rumford fire fighters were acting entirely within their rights as union members," says IAFF General President Harold Schaitberger.

He adds, "The IAFF will never stand idly by when member rights have been violated. The International was proud to stand behind these fire fighters and is pleased with the arbitrator's ruling."

Professional Fire Fighters of Maine (PFFM) President John Martell agrees. "With the strong backing from the IAFF, IAFF 3rd District Vice President Mike Mullane and the PFFM, our Local 1601 members were able to fight and win their case. As a result, they received a fair and just ruling."

As candidates for the Town Board of Selectmen launched their campaigns for the June 9, 2008, election, Rumford Local 1601 carefully assessed which two candidates it would endorse. After sending all of the candidates surveys to determine how each stood on issues important to the Town of Rumford and its fire fighters, Local 1601 members voted to endorse incumbent Greg Buccina and newcomer Robert Cameron.

Local 1601 President Mark Tripp sent a letter to the editor of a local newspaper, explaining why the fire fighters were supporting the two candidates. Incumbent Selectmen Mark Belanger — who did not receive an endorsement from the fire fighters — issued a complaint to the town manager, claiming that Local 1601 had violated an ordinance prohibiting town employees from political activity.

following Local 1601's contract disciplinary guidelines, which state the town must have just cause and must conduct a pre-determination hearing before taking disciplinary action. The town also failed to take into account fire fighters' rights to free speech and free association protected by the First and Fourteenth Amendments to the U.S. Constitution.

"We knew we had not violated any rules and that the town had clearly acted against provisions of our contract," says Tripp. "We needed to take legal action and immediately."

Local 1601 filed grievances protesting the suspensions, and the Rumford fire fighters' cases eventually landed in arbitration, where they were represented by IAFF General Counsel of Woodley and McGillivray and PFFM Representative Bob Bourgault under the IAFF Guardian Policy.

After hearing both sides of the case, the arbitrator ruled that the town did not have just cause to discipline Tripp and the other fire fighters because it failed to conduct the pre-determination hearings. The arbitrator also said the ordinance against political activity was "improper interference with protected union activities" because it is preempted by the state's Municipal Public Employee Labor Relations Act.

In the award, the arbitrator said that the fire fighters must be made whole with any loss of pay or overtime due to the suspensions, any record of the suspensions must be stricken from the fire fighters' employment files and the town is now ordered not to interfere with any protected union activity, including political activity. ■



Improving Safety and Resource Deployment

In 2005, under the Department of Homeland Security (DHS)/Federal Emergency Management Agency (FEMA), the Assistance to Firefighters Grants (AFG) office began funding research and development studies designed to help reduce fire fighter deaths and injuries. This is the third in a series of articles that will review fire fighter health and safety issues, as well as the findings of some of these AFG-supported research and development activities.

Fire departments across the nation are challenged by the economic crisis, rising call volume, personnel and equipment shortages, security issues and the overall expectation to do more with less. These and other factors put IAFF members at increased risk for line-of-duty injury and death.

As part of the effort to improve fire fighter safety and resources, the IAFF is participating in a multi-phase study to design an acceptable resource deployment model based on contemporary community risks and type of service delivery. The study seeks to determine the technical basis for deployment vs. risk decisions and what factors help improve such decisions in light of available funding and the level of service the community expects. The study will

ultimately provide scientific evidence to guide local government decision-makers in making informed choices regarding fire fighter safety.

The multi-year project, a collaboration of five top fire research organizations, including the IAFF, the Commission on Fire Accreditation International (CFAI), the International Association of Fire Chiefs (IAFC), the National Institute of Standards and Technology (NIST) and Worcester Polytechnic Institute (WPI), will establish a technical basis for risk evaluation and deployment of resources by local fire departments, create tools to better assess the risks and hazards in their communities, plan adequate resource deployment to respond to and mitigate emergency events and measure the effectiveness in

responding to and handling events.

"This is a study many fire industry leaders have dreamed of for several years," says Chief Dennis Compton of the International Fire Service Training Association (IFSTA) who is also a technical advisor to the project. "Until now, it has simply not been possible, due to the complexity of the tasks proposed and the costs involved."

Over the past 15 years, other studies have consistently supported the importance of adequate staffing per piece of apparatus in the efficacy and safety of fire fighters during emergency response and fire suppression.

Two studies in particular look closely at which distinct tasks could be performed safely and effectively by three- and four-person fire companies. Following a series of common fire ground simulations, investigators from the Austin Fire Department assessed the physiological effects and injury rates among the variably staffed fire crews.

In these simulations, an increase from a three- to four-person crew resulted in marked improvements in time-to-task completion in a two-story residential fire drill, aerial ladder evolution and high-rise fire drill. Researchers concluded that — independent of fire fighter experience, preparation or training — loss of life and property increases when an insufficient number of personnel are conducting the required tasks. Injury reports from the Austin Fire Department further revealed that the injury rate for three-person companies in the four years preceding the study was nearly 1.5 times more than for

crews staffed with four or more fire fighters. In a sequence of similar tests, the Office of the Fire Marshal of Ontario also found that three-person fire companies were unable to safely perform deployment of back-up protection lines, interior suppression or rescue operations, ventilation operations that required access to the roof of the involved structure, use of large hand-held hose lines or a water supply from a static source without additional assistance and within the time limits of the study.

In addition, the Ontario study noted that three-person crews were also at increased risk for exhaustion due to insufficient relief at fire scenes, and made recommendations for minimum staffing levels per apparatus for suppression and rescue-related tasks.

These studies demonstrate that crew size clearly affects the comprehensive dynamics of a fire crew's response capacity, ability to perform fire operations and fire fighter injury rates.

However, there is an ongoing need to update and further quantify the required tasks, event sequences and necessary response times for effective fire suppression in order to determine with accuracy the full effects of either a reduction or increase in fire company staffing.

Over the past three decades, fire department response has expanded to include emergency medical services, terrorism attacks, hazardous materials incidents and mitigation, natural disasters, specialized rescue and other community incidents. This expansion of responsibility has not always been matched with an optimal deployment of resources.

A report for the NIST stressed the continuing need to address the relationship between crew size and personnel injury rates, stating that "a scientific study on the relationship between the number of fire fighters per engine and the incidence of injuries would resolve a long-standing question concerning staffing and safety."

In much the same way that earlier environmental assessments of a community's fire risk emphasized that demographics and building characteristics can radically alter the types of emergency situations fire fighters face, an increasing body of literature has shown that deployment will impact the overall quality and effectiveness of emergency service delivery.

Factors such as fire fighter training, health, wellness and fitness, pre-incident planning and mutual aid agreements also play key roles with respect to a fire crew's ability to perform fire suppression activities and in terms of fire fighter safety and larger occupational health risks. ■



Study In Progress

The intent of the fire fighter safety and resource deployment study is to determine how well fire service decision-makers match resources to risk, and identify what factors are important in establishing these matches in the future — recognizing that decisions are made based on available funding in the community and the level of service the community expects.

The overall goal is to reduce fire fighter and civilian injury and death and increase property conservation by improving resource deployment in a risk-filled environment. The study includes three phases:

- Phase I - Develop a scientifically-based community risk assessment and resource deployment model.
- Phase II - Conduct field experiments to assess resource deployment, including crew size and time-to-task analysis.
- Phase III - Develop performance evaluation tools for fire departments to assess how well they match their community risk level to resources deployed.

Based on analysis of data collected in Phase I (currently underway), investigators will look at fire fighter injury and death, civilian injury and death and economic impact and identify the most

important factors in determining appropriate deployment to varied levels of adverse risk events occurring in a community.

These data will be used to develop software that can determine appropriate deployment-to-risk events in a community in order to limit fire fighter injury and death, civilian injury and death and economic impact.

More than 400 U.S. fire departments are participating in the study by entering incident data into a web-based survey. Data analysis from the online survey will be coupled with data from the field experiments in Phase II (now complete), which were conducted for both fire and EMS events (see www.firereporting.org).

The Montgomery County, Maryland, and Fairfax County, Virginia fire departments participated in the field experiments conducted at the Montgomery County Fire Rescue Services Training Academy. Relevant NFPA standards, including NFPA 1403 and NFPA 1500, were followed during the experiments. The resulting data are now being analyzed and will be used to develop educational products and materials for dissemination to local government decision-makers. The overall study results, report and the education products are anticipated for release in the fall of 2009.

For more information, visit www.firereporting.org.

Reforming the Nation's Health Care System

Few groups of Americans understand the problems of the nation's health care system as well as professional fire fighters. IAFF members, virtually all of whom have health insurance, face out-of-control health care costs at the bargaining table, as escalating insurance premiums crowd out wages and other benefits. IAFF members also face daily the realities of the uninsured who are forced to rely on the 9-1-1 emergency system as their primary health care provider. As municipal budgets get tighter, non-emergency 9-1-1 medical calls strain already overburdened fire departments.

Moreover, affordable health insurance is a growing need among retired fire fighters who often lose coverage under their employer-provided plan when they separate from service. In many jurisdictions, retirees are dropped from the health plan entirely or are required to pay exorbitant premiums. For IAFF members who retire 10 or 15 years before they are eligible for Medicare, access to affordable health care is the key to a secure retirement.

The dual role of our members as both consumers and providers of health care places the IAFF in a pivotal position as

Congress and the Obama administration grapple with proposals to overhaul the nation's health care system. Congress is now working to finalize a comprehensive proposal which will remake the American health care system. As you've no doubt seen, the news coverage of the debate that is raging across the country on this issue has been extensive.

Taxation of Health Benefits Tops Priority List

At the core of the debate is the issue of how to pay for reform. Early on in the process the chair of the U.S. Senate Finance Committee decided that the best way to generate revenue would be to tax workers on the value of employer-provided health care.

The IAFF led an aggressive lobbying campaign against the tax proposal, noting that it would have catastrophic consequences for fire fighters and their families and would violate President Obama's campaign pledge not to raise taxes on middle-income taxpayers.

The IAFF's efforts and vocal opposition from President Obama convinced senators to seek alternative sources of revenue.

In fact, Senate Majority Leader Harry Reid (D-NV) and Senate leadership instructed the Senate Finance Committee to remove any tax proposal from consideration. White House Deputy Chief of Staff Jim Messina has also promised IAFF General President Harold Schaitberger that the idea "is off the table."

Controversies Remain

Despite general agreement that our health care system needs to be fixed, controversies remain which could still derail the legislation.

Paying for health care will require hundreds of billions of dollars

"If we can expand health care coverage and reduce costs without taxing middle income taxpayers or adding to the federal deficit, we will have done the nation a great service and provided our children with a brighter future."

— General President Harold Schaitberger

in new revenue because President Obama says he will not sign a bill that adds to the deficit. Senators face the difficult task of finding this revenue without raising taxes or taxing employer-provided benefits. Key Senate leaders from both sides of the political aisle are looking to put together a package of revenue raisers that could include a tax on some health insurance companies that offer high-priced "Cadillac" policies to CEOs and executives.

Controversy also remains over whether the federal government should create an insurance plan that would compete with private companies on the open market. Such a public agency might be able to offer comprehensive insurance at lower rates, which could prove especially beneficial to fire fighters and others who retire before they are eligible to participate in Medicare, but many people remain skeptical that a government run program would be efficient or effective and don't like the idea at all.

Another contentious issue is whether to require employers to contribute toward the health care of their employees. Although most Americans who have insurance get it through their employer, more and more employers are refusing to offer health benefits to their workers.

Some of the health care plans also being debated in Congress contain a provision known as "pay or play," which tells companies they must either provide health insurance coverage or pay a fee to the government, with the money being used to help those workers afford insurance.

"There is no easy solution, and the IAFF remains committed to improving the nation's health care delivery system, but we must do so the right way," says IAFF General President Harold Schaitberger. "If we can expand health care coverage and reduce costs without taxing middle income taxpayers or adding to the federal deficit, we will have done the nation a great service and provided our children with a brighter future." ■

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British Columbia Fire Fighters Win Pension Breakthrough

Professional fire fighters in British Columbia have taken a major step toward solving a longstanding pension problem — a step that takes full advantage of a regulatory change the IAFF won at the federal level in Canada in 2003.

On June 16, Surrey, BC Local 1271 signed a landmark agreement with its employer to move into a newly-created group within the provincial pension plan that covers municipal employees. The group qualifies for an increased annual pension accrual rate of 2.33 per cent for each year of credited service, compared to the 2 per cent available to most working Canadians. The higher accrual rate will significantly improve a retired fire fighter's monthly pension.

Local 1271 President Larry Thomas, who is also secretary-treasurer of the British Columbia Professional Fire Fighters Association (BCPFFA), says a handful of other affiliates in the province are close to signing similar agreements, and it's hoped that most of the province's 49 IAFF locals will eventually be able to negotiate the 2.33 per cent accrual rate with their employers now that it's available.

Thomas, the fire and police representative on British Columbia's Municipal Employees Pension Committee, was instrumental in

"I'm pleased that after six years of hard work, we have an improved pension benefit that's stable and productive for our members for the long term. It allows our members to retire at full pension after 30 years of service, and that gives them more time to enjoy their retirement."

—Surrey Local 1271 President Larry Thomas

the six-year battle to create the new 2.33 group. He explains that previously, most British Columbia fire fighters enjoyed a defined benefit pension plan, as well as a supplemental defined contribution plan, to

maximize retirement income.

But as fire fighter salaries rose over the years, the supplementary plan began to exceed the maximum allowed under federal pension regulations. Further rule changes in 2003 meant that 30 per cent of the supplementary pension income was cut, and contributions to the plan were being refunded.

Coincidentally, in December of that year, Canada's *Income Tax Act* regulations were rewritten in direct response to IAFF lobbying to specify that fire fighters can benefit from a 2.33 per cent annual pension accrual rate, thus making it a viable option to improve fire fighters' pensions within provincial pension plans. Thomas says the increased accrual rate became the new goal for British Columbia fire fighters right away.

"It kind of fell on our lap at the same time, so we started a grassroots lobby within the pension plan to make the 2.33 an option available," he says.

Wisely, the fire fighters and police, who also qualify for the increased pension rate, hired actuaries to look at the existing plan and assist with strategic advice. Though expensive, it proved worthwhile, as the actuaries provided them with extremely valuable information, such as the fact that fire fighters were in fact subsidizing other plan members' pensions and that switching fire fighters to the new 2.33 per cent accrual rate would actually cost employers less.

The more fire fighters learned about their pension system, the easier it became to counter arguments made by the employer representatives on the pension committee. Fire fighters discovered that the employers' initial arguments against the increased accrual rate were often based on mistaken information and a lack of detailed knowledge about how the pension plan actually worked.

Ultimately, creation of the new group within the plan required buy-in from the three partners on the province's pension committee: the provincial government, other unions and the employers. The first two groups agreed with the new formula because it didn't affect their members, but the employers, represented by the Union of British Columbia Municipalities, were a tougher sell.

"Once we could show them it was cost-neutral to other plan members and we would be funding the new pension rate ourselves, they were okay with it," Thomas says. The rule change was made within the pension plan in November 2008, shifting the focus to negotiating the new system at the local level, which is now beginning in earnest across British Columbia.

With the new accrual rate, employer contributions actually drop by .61 per cent of each fire fighter's pensionable earnings

IAFF to Weigh In On Proposed Canada Pension Plan Amendments

The IAFF is studying proposed amendments to the Canada Pension Plan (CPP) and preparing to voice opposition to any changes that could negatively affect professional fire fighters.

The proposed changes stemmed from a May 2009 meeting of Canada's federal and provincial finance ministers. Scheduled to take effect in two to three years, these changes include the ability to contribute to the CPP and earn benefits while still working after age 60, an increase in the number of low-income years dropped out of a workers' benefit calculation and an increased penalty for benefits drawn after age 60 but before age 65.

While some of the proposed changes will benefit fire fighters and all Canadian workers, the IAFF will make a submission to the Canadian government during an upcoming consultative process to ensure fire fighters who have unique retirement rules under the *Income Tax Act* aren't negatively affected by any of the proposed changes.

Fire fighters are identified as members of a public safety occupation and permitted to retire early at age 55 and qualify for their registered pensions. To

make up for the resulting loss in retirement income, the IAFF successfully lobbied the Canadian government in 2003 to amend national pension regulations to specify that fire fighters can benefit from an increased annual pension accrual rate.

The CPP is supported by contributions from all Canadian workers and from investment income and is intended to complement other retirement income sources, such as registered pensions and Registered Retirement Savings Plans (RRSPs) or other investments. Workers are eligible to apply for reduced CPP benefits at age 60 and full benefits at age 65. The current maximum monthly benefit is \$908.75, or \$10,905 annually.

To assist the minority of Canadian IAFF members whose pension plans aren't structured to qualify for the increased accrual rate, the IAFF has been lobbying for amendments to the CPP that would enable fire fighters to access reduced benefits at age 55 and unreduced benefits at age 60 — five years earlier than other workers. The IAFF submission will emphasize the importance of this issue during the consultative process as well. ■

Continued from Page 23

compared to the previous system. Surrey Local 1271 was successful in negotiating that fire fighters should be paid that amount as a supplemental pension pay allowance after pointing to existing labour arbitrations that have awarded such amounts to employees, not employers.

"I'm pleased that after six years of hard work, we have an improved pension benefit that's stable and productive for our members for the long term," Thomas says. "It allows our members to retire at full pension after 30 years of service, and that gives them more time to enjoy their retirement."

IAFF 6th District Vice President Lorne West, also a Surrey fire fighter, commends Thomas for his work on the issue and remarks how a challenge in this case was turned into an opportunity. "At the end of the day, it was the tenacity the fire fighters showed that made this happen," West says.

At the national level, the IAFF has been lobbying to reform fire fighters' pensions in Canada since the 1940s (see box on page 23). Previous regulations permitted fire fighters to retire early, but there was no mechanism to make up for the resulting loss in fire fighters' retirement income. In a typical scenario, a fire fighter retired with a pension that was 60 per cent of pre-retirement income, below the 70 per cent that is considered adequate for

working Canadians. The 2.33 per cent accrual rate would bring a retiring fire fighter up to 70 per cent of pre-retirement income.

The increased accrual rate is available to fire fighters who have defined benefit plans that are integrated with the Canada Pension Plan, such as in British Columbia and Ontario. For fire fighters who don't have defined benefit plans, the IAFF is pursuing changes to the Canada Pension Plan that would give them earlier access to their benefits than other workers. ■

New Brunswick Presumptive Legislation Finally In Place

New Brunswick is now officially the seventh Canadian province to enact presumptive legislation for professional fire fighters.

Regulations specifying coverage for 10 cancers plus heart injuries that occur within 24 hours of duty are now in place, giving the province's 482 IAFF members this important protection.

The New Brunswick government originally passed a bill regarding presumptive cancer and heart legislation in December 2007, but the accompanying regulations — which are needed in order to specify details about the coverage — stalled at the bureaucratic level. Questions

about how to fund the compensation also caused delays.

But those hurdles were overcome and a new bill was passed in June, followed by the regulations in July. The province's professional fire fighters now have coverage for primary site brain, bladder, colorectal, esophageal, kidney, testicular and ureter cancer, in addition to leukemia, non-Hodgkins lymphoma and lung cancer in fire fighters who were non-smokers for at least 10 years prior to diagnosis.

Doug LeBlanc, president of Fredericton, NB Local 1053 and recently-elected president of the Atlantic Provinces Professional Fire Fighters Association (APPFFA), says he is proud to see the coverage finally in place, and credits APPFFA Past President John McCarthy (Saint John Local 771) and APPFFA New Brunswick Vice President John Courtney (Moncton Local 999) for their work on the issue.

"It was a long battle," LeBlanc says. "And we give great thanks to all of the other provincial jurisdictions who laid the groundwork for us."

Manitoba was the first Canadian province to enact presumptive cancer legislation for fire fighters in 2002. It was followed by Alberta, Saskatchewan, Nova Scotia, British Columbia, Ontario and now New Brunswick.

The Province of Newfoundland and Labrador remains the last Canadian province with IAFF affiliates that don't have presumptive legislation. The IAFF has been assisting St. John's Local 1075 in its ongoing lobby for the legislation. In August 2008, IAFF General President Harold Schaitberger wrote a letter to Newfoundland and Labrador Premier Danny Williams urging him to recognize what other provinces have done and to enact presumptive legislation. It was followed by a letter signed by all of the IAFF Canadian District Vice Presidents and provincial presidents urging the same.

LeBlanc says helping Newfoundland and Labrador achieve presumptive legislation will be a "main focus" for the APPFFA in the coming months.

Elsewhere in Canada, the members of Whitehorse, YK Local 2217 are currently lobbying their territorial government for presumptive cancer legislation, with assistance from Winnipeg Local 867 President Alex Forrest, who was instrumental in securing Manitoba's legislation in 2002. ■

Apply for the IAFF Political Training Academy

The IAFF is accepting applications beginning September 8 for the 2010 Political Training Academy, scheduled for February 28-March 5 in

Display the Gold and Black

Over the past decade, the political "brands" of various unions have become familiar in a variety of campaigns, from the White House to City Hall. Green T-shirts represent the American Federation of State, County and Municipal Employees (AFSCME); purple identifies the Service Employees International Union (SEIU); red is the signature of the Laborers' International Union.

For the IAFF, gold and black distinguishes this union as a political power house.

The gold and black has dotted campaign events since the 1996 election season, and gained national notoriety in the 2004 presidential campaign when in nearly every public campaign appearance that John Kerry made, fire fighters and the gold and black were clearly visible.

The color of a T-shirt or yard sign is important for branding and credibility, and the gold and black publicly demonstrate support for IAFF-endorsed

candidates. The public trusts and values fire fighters and therefore also values their political endorsements. Equally important, candidates covet the endorsement of their fire fighters.

If your local is making an endorsement, back it up by proudly showing the political colors of the IAFF and using the "Fire Fighters For" gold and black brand in the campaign with T-shirts, bumper stickers, yard signs, buttons, banners and other items.

IAFF affiliates can go to the IAFF Online Store to purchase a variety of political items to support their candidates and help strengthen their campaign. Visit the IAFF Online Store at

www.iaff.org.

Before ordering any items, the IAFF recommends that you review state and local election laws to ensure compliance with disclaimer language, independent expenditures versus in-kind contributions, and to make sure the appropriate funds pay for the items (usually PAC funds).

For more information, contact the IAFF Political Action Department at (202) 824-1582. ■



Baltimore, Maryland. The application period closes November 6.

The Political Training Academy is a week-long, hands-on campaign course that focuses on the key elements of modern-day campaigning and conducting winning campaigns. Whether you're a candidate for public office, running your local's political operation or assisting a candidate's campaign, the Political Training Academy gives you the skills and understanding to run an effective operation.

The Political Training Academy focuses on all aspects of political campaigns: including campaign planning and budgeting; candidate and PAC fundraising; reading and understanding polling data; recruiting, screening and endorsing candidates; building an effective press operation; campaign material development; using the Internet; research; targeting voters; and developing an effective get-out-the-vote program.

In addition to the classroom learning, participants also prepare a mock campaign plan and budget, and participate in their own press conference to practice their public speaking skills and learn to think on their feet in front of a camera.

The Political Training Academy has trained more than 650 participants — many of whom have become successful candidates for public office. In just the past two years, several IAFF members have been elected to office, including Greg Matthews (Gresham, OR Local 1062) and Ty Cobb (Columbia, TN Local 4381). Both were elected to the state legislature in their respective states this past November.

In addition, Mike Wissman (Memphis, TN Local 1783) was elected to serve on the school board. Andy Drwal (Lorain, OH Local 267) was elected to city council, while John Fahy, president of Elgin, IL Local 439 led an effort to elect one of his own members, Richard Dunne, to city council.

Due to the interactive nature of the Political Training Academy, class size is limited to 50 participants. Only one member per affiliate is accepted in any one year.

In addition to submitting the online application, applicants must also submit to a letter of recommendation from their local president. Applications without a letter of recommendation will not be considered. Successful applicants must commit to attending the entire program and should schedule their travel accordingly.

Participants are responsible for their transportation costs to and from Baltimore and any additional lodging days outside of the conference. Lodging, meals and conference materials are provided by the IAFF.

For more information, visit www.iaff.org/politics/pa/training. ■

Fire Fighters Help Elect Labour-Friendly NDP Government in Nova Scotia

Nova Scotia has a new labour-friendly New Democratic Party (NDP) government, thanks in part to support from the IAFF and affiliates in the province.

The NDP, under Premier and longtime IAFF ally Darrell Dexter, surged to power in the province's June 9 election, replacing a minority Conservative government. The NDP took 31 seats in the election compared to the Liberals' 11 and the Conservatives' 10. The result was significant in that it marked the first time an NDP government has been elected east of Ontario.

The NDP victory has Nova Scotia fire fighters excited about the potential to build on their recent political action successes, which have included presumptive cancer legislation in 2005 and, more recently, legislation specifying mandatory binding arbitration for contract disputes.

The IAFF and Halifax Local 268, the province's largest IAFF local with more than 400 members, supported Dexter and the NDP with FIREPAC Canada contributions every year for a number of years.

During the campaign, Halifax Local 268 channelled its support through the provincial NDP office, which proved to be an effective way to assist the party and its candidates. The party directed fire fighters where resources were needed most, and would show up as a "task group," wearing IAFF T-shirts.

Local 268 President Paul Boyle hopes the NDP win will mean that fire fighter issues will be heard more readily in the provincial legislature. "We now feel confident that when we try to bring important fire fighter issues to the government we will have someone listening to us in a positive way, and that



Political Action Committee Chair Chris Camp (left) and Halifax Local 268 member Brad Connors (right) present a cheque to Nova Scotia New Democratic Party Leader Darrell Dexter during the province's recent election campaign. Dexter was elected Premier of Nova Scotia on June 9.

is a major step."

He credits the hard work and tenacity of the local's Political Action Committee. "The committee did not give up and kept working away even when it seemed futile," he says.

Local 268 Treasurer and Political Action Committee Chair Chris Camp says it would have been easy for the local to ignore the NDP when it was in opposition, but instead "we took the example from the IAFF and started to build relationships with all members of the legislative assembly and those who advise them," he says. "We simply asked to open up the lines of communication on fire fighter issues and for a voice at the table, and the NDP was the party that obliged us."

Elsewhere in Nova Scotia, the IAFF assisted Truro Local 1627, which endorsed successful NDP candidate Lenore Zann.

Sydney Local 2779 assisted NDP candidate Gordie Gosse, and in keeping with the IAFF's philosophy of non-partisanship and supporting those who support fire fighters, supported Liberal candidate Manny MacDonald and Conservative candidate Cecil Clarke.

All three candidates were supportive of the successful push for binding arbitration for Nova Scotia fire fighters, and all three were re-elected, ensuring that the IAFF has friends in three political parties in the province's legislature. ■



Halifax Local 268 members Santiago Salgueiro (left) and Julie Read (right) with Becky Kent, member of the Nova Scotia Legislative Assembly.

Collective Bargaining Bill Is Re-Introduced in U.S. Senate

The IAFF's national collective bargaining bill, the Public Safety Employer-Employee Cooperation Act (S 1611) was reintroduced by U.S. Senators Judd Gregg (R-NH) and Ted Kennedy (D-MA), just moments before the Senate adjourned for its month-long summer recess.

The bill is currently sponsored by a bipartisan group of nine senators. In addition to Gregg and Kennedy, other sponsors include Senators Susan Collins (R-ME), Chris Dodd (D-CT), Tom Harkin (D-IA), Mel Martinez (R-FL), Barbara Mikulski (D-MD), Olympia Snowe (R-ME) and Mike Johanns (R-NE).

The reintroduction of the bill brings the IAFF one step closer to guaranteeing that every fire fighter in the nation has the right to bargain collectively. For more than a decade, the IAFF's chief legislative priority has been to enact legislation guaranteeing collective bargaining rights for professional fire fighters nationwide. IAFF affiliates across the country — in collective bargaining and non-collective bargaining states alike — have worked tirelessly as part of this

unprecedented grassroots effort. Elected officials on both sides of the aisle have responded with support year after year. But this year, all of the pieces are in place for the bill to finally become law.

"This is yet another important milestone on the road to a national collective bargaining law," says Schaitberger. "Judd Gregg and Ted Kennedy have been stalwart champions of this effort and our union owes them our deepest gratitude. With their help and with the White House on our side, victory is within our reach in the 111th Congress."

Last Congress, the full House of Representatives approved HR 980, introduced by Representative Dale Kildee (D-MI), by a convincing vote of 314 to 97, with a majority of both parties voting to pass the bill. S 2123, the Senate counterpart, carried similar support, winning an astounding 69 votes, including 17 Republicans, on a procedural vote to bring the bill to the floor for consideration last May.

The bill stalled when Senator Kennedy fell ill. ■

"This is yet another important milestone on the road to a national collective bargaining law. Judd Gregg and Ted Kennedy have been stalwart champions of this effort and our union owes them both our deepest gratitude. With their help and with the White House on our side, victory is within our reach in the 111th Congress."

—General President Harold Schaitberger

For more information about the Gregg-Kennedy collective bargaining bill, visit www.iaff.org/Politics/Legislative/Bargain.htm.

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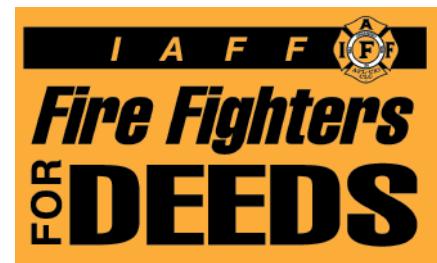
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Virginia Fire Fighters Endorse Creigh Deeds for Governor

The Virginia Professional Fire Fighters (VPFF) has endorsed state Senator Creigh Deeds in his election bid to be the next governor of the Commonwealth of Virginia this November.

Senator Deeds has served for 18 years in the Virginia legislature as a state delegate representing a diverse population that demonstrates his proven ability to work with citizens from all walks of life and political parties to get things done.

Senator Deeds, who is the son of a former Richmond, Virginia, police officer, learned the value of public service and sacrifice at an early age. In 1991, he ran a successful campaign for the Virginia House of Delegates and served nine of his 18 years in public office in the House of Delegates before becoming a senator.



As an advocate for public safety on the local and state level, Deeds has had a 100 percent voting record on fire fighter issues for more than a decade and has been the chief sponsor of several pieces of legislation important to the VPFF, including a bill that ensures health insurance for the families of killed or disabled public safety officers and legislation to include heart attacks or stroke within 24 hours of a duty period as a line-of-duty death.

A life-long sportsman and hunter, Deeds' passion for hunting and fishing also led him to sponsor and pass the Virginia Constitutional Amendment that guarantees the right of all Virginians to hunt and fish.

"Senator Deeds has shown his support of fire fighters through his actions in the Virginia General Assembly," says VPFF President Mike Mohler. "It is now our turn to repay the debt." ■

NRS Finance Participates in FIRE Ops 101

Since 2003, the IAFF Financial Corporation (IAFF-FC) and Nationwide Retirement Solutions (NRS) have worked together to bring tens of thousands of IAFF members a quality deferred compensation plan for their supplemental retirement savings.

The success of this relationship is in large part because of the dedication and professionalism of the NRS field representatives who work with IAFF members every day. One of these NRS representatives, Michelle Murphy, had the opportunity to participate in a FIRE Ops 101 program, gaining new appreciation for the profession.

"I thought *my* job was tough!" she says. "As a retirement specialist with Nationwide Retirement Solutions, I work hard to help clients save for retirement." But when she was invited to participate in a Fire Ops program in Allentown, Pennsylvania, in conjunction with IAFF affiliates and their fire departments in Bethlehem, Allentown, Easton and Wilson Townships, she didn't know what she was getting into."

The Fire Ops program gave Murphy a privileged opportunity to experience what fire fighters experience on the job. "The fire fighters warned me that I would be doing 'everything' they do," she says.

Suited up in full gear, Murphy's first task was to climb a ladder up the side of a building. Next, Murphy entered a basement filled with smoke and was instructed to find and drag a victim to safety. She was given a special camera to find victims when there is no visibility. "I couldn't even see my hands!" she says. "If it were not for the camera, I would never have found the victim."

Murphy's most difficult challenge was to enter a burning building and carry a hose up a flight of stairs to a room engulfed in fire and put out the flames. Contrarily, she says the most fun she had was using the Jaws of Life to take the roof off of a car.

The day provided Murphy new insight into the dangers and challenges fire fighters face, all to protect human life and property. "I now have new admiration for these great professionals having walked in their shoes," she says. ■



Michelle Murphy, a retirement specialist for Nationwide Retirement Solutions, learns what it takes to be a fire fighter.

Court Confirms City has No Authority to Conduct Criminal Checks on Fire Fighters

Ottawa Local 162 is celebrating a landmark court decision that creates important case law that will assist IAFF affiliates across Canada. The court decision upholds a 2007 arbitration award which ruled its employer had no

authority to require all city fire fighters to submit to criminal background checks every three years.

The Ontario Superior Court decision, handed down July 6, is a confirmation of fire fighters' individual privacy rights and makes important and unequivocal statements about the fact that employers can't force fire fighters to surrender those rights as a condition of their employment

Continued on Page 28

Country Music Recording(s) Benefit IAFF Disaster Relief Fund

In these tough economic times, there's a bit of good news. BLEVE Entertainment Group, LLC will market music to benefit the IAFF's and Fraternal Order of Police's (FOP) disaster relief funds.

The debut single, "My First Ride," features BLEVE recording artist Ronnie Milsap and Capital recording artist Trace Adkins in a fun, rocking duet. The single, which hit the airwaves September 1, will be included on a multi-artist compilation CD available beginning November 1.

"The money generated by the sale and performance of these songs will benefit our members and their families at a time when they need it most," says IAFF General President Harold Schaitberger.

BLEVE Entertainment CEO Mickey Milam, a retired Metro Nashville police officer, says, "I started this record label because I want to help these two great organizations be the first on the scene for their members when they need disaster relief."

The label will donate a significant portion of the sales for every CD, download and concert ticket sold to the two disaster relief funds.

"We want to see this single race up the country charts," says Milam. "The more publicity the project gets, the more revenue for the funds."

IAFF members can call their local country radio stations and request "My First Ride." Together, the IAFF and the FOP have a combined strength of 600,000 members. "That is a powerful sales force," states Milam. "If every member calls their local radio station and requests 'My First Ride' — and has their friends and family do the same — we could dominate the charts."

Calling radio stations is important because radio drives sales. Contacting the stations is easy. Visit www.blevemusic.com for phone numbers and emails of local country music stations.

"We hope that everyone will put their local radio station on speed dial, and help us drive this song to the top of the charts," Milam says.

With this first single, members can request radio play or purchase a download. "The more sales or downloads



a song generates, the more radio play it receives," explains. "We want to hit it from both ends. Our goal here is to get as much attention to this project as possible, because that is going to put money in the relief funds."

"My First Ride" is available on all major music sites, such as iTunes, CDBaby and Amazon, as well as on the BLEVE Entertainment web site, www.blevemusic.com, beginning September 1, 2009.

IAFF members can sign-in to the member page at www.blevemusic.com to receive access to inside information and exclusive offers from BLEVE Entertainment and Ronnie Milsap. Members of the site will be automatically entered in a drawing to win a guitar signed by Ronnie Milsap. The winner will be drawn on November 1, 2009.

The IAFF has been granted open access to the label's books to ensure that contributions make their way to the Disaster Relief Fund, where they can be used to assist members in the United States and Canada who suffer financial hardship as the result of a federally declared disaster area or in the cases of natural or man-made disasters such as floods, hurricanes, tornadoes, earthquakes, fires or civil disturbances.

The IAFF Disaster Relief Fund has provided support to members and their families following the September 11 attacks and Hurricanes Ivan, Katrina, Rita, Wilma, as well as a number of other incidents. ■

or in any other manner that falls outside the strict provisions of Ontario's *Municipal Freedom of Information and Protection of Privacy Act*.

The City policy, introduced in April 2007, would have required all Ottawa fire fighters to provide written consent to allow the City to conduct criminal record checks through the Ottawa Police Department every three years. Ottawa Local 162 grieved the policy immediately.

The original arbitration decision, handed down in September 2007, stated there "is simply no evidence to sustain the conclusion that the duties and responsibilities of fire fighters are such as to require or justify a blanket invasion of privacy."

The City, which had argued that the policy was justified under the management rights clause in the collective agreement, looked to the courts to overturn the arbitration award and filed for a judicial review. The resulting July 6 court decision was welcome news for the 900-member Local 162, which did not object to pre-employment criminal checks.

Ottawa Local 162 President Peter Kennedy says the strong wording of the court decision showed that the City "bit off more than it could chew" when it asked for a judicial review "of a very sound decision by a respected arbitrator."

The case makes the point that the inherent requirements of provincial privacy legislation are such that only case-by-case requests can be considered.

Union Sportsmen's Alliance Unveils Partnership With Bass Tourney Group

The Union Sportsmen's Alliance (USA) and American Bass Anglers (ABA) have teamed up to create a partnership to give union members the chance to compete in some of the nation's best amateur bass tournaments against fellow union brothers and sisters.

ABA hosts more than 1,100 bass fishing tournaments each year in 41 states. Designed for the weekend angler, these tournaments enable fishermen to compete locally while being ranked nationally and against members of their service team. Service teams include Army, Navy, Air Force, Marine, Homeland Security, Lady Angler, Couples — and now USA.

ABA provides newcomers to the sport the chance fish and compete as non-boaters, an inexpensive way to learn different techniques and tactics from some really good fisherman who enjoy sharing years of experience with those who are hungry to learn.

To join the USA service team, an individual must be a member of the USA and ABA. Thanks to this new partnership, USA members can join ABA for a

"As it stands now, the application of police record checks to other Ottawa employee groups is suspect, and this will have repercussions for cities across Canada that engage in such intrusive acts of invasion of privacy," Kennedy says. ■

Surviving the Economic Crisis

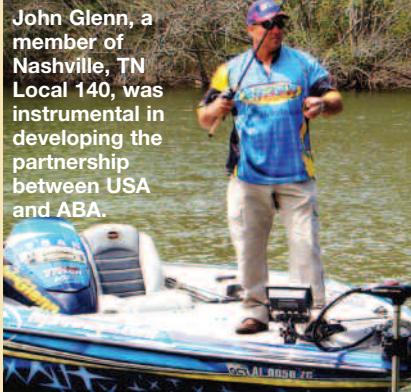
Even as the news about the health of the U.S. economy gets a little better, IAFF affiliates are still being asked to give up pay raises and pay more for health care and other benefits in order to prevent reductions in staffing, personnel layoffs and other cuts that threaten fire fighter and public safety. In many instances, municipal officials are making staffing cuts without input from our affiliates, public safety be damned.

"We know the current economic reality," says IAFF General President Harold Schaitberger. "But too many times, tough decisions about fire department resources are being made without consideration for the safety and well-being of our members or the public."

In Los Angeles, where the City faces a \$59.5 million budget shortfall, Los Angeles,



John Glenn, a member of Nashville, TN Local 140, was instrumental in developing the partnership between USA and ABA.



discounted membership fee of \$18.

"Bass fishing is a passion shared by many of our members," says USA Executive Director Fred Myers. "We're enthusiastic about our new affiliation with ABA, which will connect union anglers through friendly competition and shine a stronger light on the need to protect critical fish habitat."

For more information about the USA partnership with ABA, visit www.unionsportsmen.org. ■

CA Local 112 is fighting to end station brownouts and company closures. It has launched an aggressive campaign to warn the public about the increased response times and other dangers resulting from the reduction in fire and emergency response services.

Meanwhile, if Pennsylvania state lawmakers do not approve legislation creating more revenue for the City of Philadelphia, the mayor plans to implement a so-called "doomsday budget." This includes as many as 200 fire fighter layoffs.

If these proposed cuts are made, six engine companies, three ladder companies and five ALS medic units will most likely be on the chopping block.

In the case of Columbus, OH Local 67, it was able to avert hundreds of personnel cuts by working to help pass a proposal to raise the City's tax rate.

For more updates on how the current financial crisis is affecting IAFF affiliates and what they are doing to address these challenges, visit www.iaff.org for links to economic crisis news articles related to cuts in fire department resources.

IAFF Members Compete in 2009 World Police and Fire Games

The 2009 World Police and Fire Games — which took place in British Columbia July 31-August 9 — is the largest in the event's 26-year history with 10,577 registered athletes. Burnaby Local 323 Secretary Miles Ritchie and Local 323 member Jeff Clark, with the support of numerous IAFF and fire service leaders and members, help to bring the Games to British Columbia.

Several IAFF members won gold medals. For full results, visit www.2009wpfg.ca.

Ritchie and Jeff Clark submitted the bid to host the Games and, with the support of the IAFF and Burnaby's local government, won the opportunity to host the games.

Held biennially, the Games are open to all full-time or retired professional fire fighters, law enforcement and customs and correction officers from around the world. The size and scope of the Games continue to grow, with both the attendance and number of participating countries steadily increasing.

The Games will be held in New York City August 26-September 5 in 2011. ■

Five IAFF Members Graduate from the National Labor College

Five IAFF members received degrees during the National Labor College's (NLC) 11th commencement ceremony on Saturday, June 27, 2009 in Silver Spring, Maryland. Michael Mullins and Paul Pureza both of Virginia Beach, VA Local 2924, Michael Rogers of Charlottesville, VA Local 2363, Tracey LaBass of Prince William County, VA Local 2598 and Chris Anderson of Tucson, AZ Local 479 were among the 102 graduates who earned bachelor's degrees in various labor studies disciplines.

Secretary of Labor Hilda Solis delivered this year's commencement address. In the address she announced the creation of nearly 670 new jobs to fulfill the Department of Labor's mission to protect and advance the rights and opportunities of workers. Solis, the daughter of union member parents, was confirmed as Secretary in February 2009.

The graduating IAFF members all reported that they were able to immediately apply what they had learned at the NLC to their jobs. Local 2363 HazMat Team leader Rogers earned a degree in labor health and safety with an emphasis on hazardous materials. Pureza and Anderson also earned degrees in labor health and safety, while LaBass earned a degree in labor studies.

Local 2924 fire fighter Mullins, who is the first member of his family to earn a college degree, was selected as one of two class speakers who addressed their fellow graduates and attendees. United

Association (UA) of Plumbers and Pipefitters member Jeff Zubler also spoke.

Mullins, who earned a degree in labor health and safety, says, "In my remarks, I discussed how my time at the NLC gave me a new appreciation of the labor movement as a whole, and how the college is uniquely designed to help union members like me further their education."

Rogers earned his degree, in part, by receiving academic credit for some of the IAFF hazardous materials training courses he had taken.

The IAFF, as a union partner to the NLC, offers courses through the Partnership Education Program (PEP) and Hazardous Material/Weapons of Mass Destruction training programs that have been assessed for credit.

The NLC is the nation's only accredited higher education institution devoted exclusively to educating union leaders, members and activists. Originally founded by the AFL-CIO in 1969 as the George Meany Center for Labor Studies, the center became a degree-granting college in 1997. For more information about the NLC, its programs and admissions and graduation requirements, visit www.nlc.edu/.

The IAFF offers three scholarships annually for members pursuing studies at the NLC. The scholarship covers the cost of tuition for one semester (up to nine credits), room and board, and provides \$1,000 for travel and incidental expenses. For more information about the NLC IAFF scholarship, visit www.iaff.org/et/scholarships/NLC_scholarship.htm. ■



Virginia Beach, VA
Local 2924 fire fighter Michael Mullins (right) and United Association (UA) of Plumbers and Pipefitters member Jeff Zubler led the procession of graduates into the ceremony before they both spoke on behalf of the class.



IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in May and June 2009.

Local A-0010

Hawaii State Fire Fighters Association
President: Robert H. Lee

Local 4751

Peru Professional Fire Fighters
Peru, IL
President: Richard Abbott
4 members

Local I-88

Hamilton Sundstrand Emergency Services Officers Association
Hamilton, CT
President: Timothy Bartlett
17 members

Local 4754

Georgetown Professional Fire Fighters Association
Georgetown, CA
President: Rob Poseley
4 members

Local 1373

Camden Professional Fire Fighters Association
Camden, AR
President: Ronald Alan Nash
15 members

Local 4755

Berks Professional Fire Fighters
Berks, PA
President: Gary L. Riegel
8 members

Local 2947

Socorro Fire Fighters Association
Socorro, NM
President: Nicolas Lyon
12 members

Local 4756

Sherwood Fire Fighters Association
Sherwood, AR
President: John P. Sawyer
15 members

Local 4730

Professional Association of Paramedics of Sedgwick County
Conway Springs, KS
President: Jim Brozovich
15 members

Local 4757

Tulare County Professional Fire Fighters Association
Visalia, CA
President: Pete Gonzalez
71 members

Local 4743

Altoona Professional Fire Fighters
Altoona, IA
President: Joseph Bonewitz
6 members

Local 4758

Ketchum Fire Fighters
Ketchum, ID
President: John Rathfon
9 members

Local 4746

Mashantucket Pequot Fire Fighters
Ledyard, CT
President: Douglas Foster
18 members

Local 4759

La Mesa Fire Fighters Union
La Mesa, CA
President: Eric A. Danell
42 members

Local 4750

Peters Township Professional Fire Fighters Association
Canonsburg, PA
President: David J. Holovak
11 members

Local 4676

Watauga Professional Fire Fighters Association
Fort Worth, TX
President: Brian C. Gardner
18 members

The Economics of Fire-Based EMS

The most effective means of protecting fire-based EMS operations ultimately resides in the political ability to get those in power to support fire, rescue and emergency medical service.

This was the message from IAFF General President Harold Schaitberger to delegates during the opening plenary session at the 2009 Dominick F. Barbera EMS Conference, held June 6-10 in Miami Beach, Florida. He advised, "We must always remind ourselves that the most effective way to ensure we have a seat at the table when decisions are made about our profession...about EMS integration...about an all hazards approach to resource deployment is to educate the public and elect to office those who will embrace our views and work to defeat those who do not have our interests at heart."

The opening plenary session also featured Dr. Jon Krohmer, acting assistant secretary for health affairs and chief medical officer at the Department of Homeland Security (DHS), who briefed participants on the role of EMS within DHS, and Josh Bivens of the Economic Policy Institute who provided an overview on the state of the current economy.

The keynote address came from Colonel Thomas Kolditz, professor and head of the Department of Behavioral Sciences and Leadership at the U.S. Military Academy at West Point. Colonel Kolditz led Conference participants through the steps in his book, *In Extremis Leadership: Leading as if Your Life Depended on It*.



Colonel Tom Kolditz presented a keynote address linking military leadership skills to the work of fire fighters.

"Extreme life-and-death situations offer profound lessons for leaders in the fire service," he said, explaining how his research shows that leadership skills and principles evident in combat or other military settings also apply to everyday life. For more information, visit <http://inextremisleadership.com>.

Also during the opening plenary session, General President Schaitberger recognized 12th District Vice President Emeritus Dominick Barbera, for whom the EMS Conference is named, as a great trade unionist and fire-based EMS pioneer who represented IAFF members for more than 30 years.

The closing session engaged delegates in a first-hand account of three internationally renowned terrorism events. John Giduck, a Special Forces hand-to-hand combat and

"We must always remind ourselves that the most effective way to ensure we have a seat at the table when decisions are made about our profession...about EMS integration...about an all hazards approach to resource deployment is to educate the public and elect to office those who will embrace our views and work to defeat those who do not have our interests at heart."

—General President Harold Schaitberger

firearms instructor for numerous federal agencies, including the FBI National Academy, described the after-incident forensic reports from the Mumbai, Beslan, and Virginia Tech terrorism incidents as part of his presentation about how law enforcement and fire fighters can prepare for terror attacks on American soil.

Also at the June EMS Conference, the IAFF announced a joint health and safety initiative between the IAFF and Masimo to educate fire fighters about duty-related dangers of carbon monoxide (CO) and how to reduce known risk factors that kill and injure hundreds of fire fighters each year.

The Conference also featured a pre-conference Fire Ops 101 event hosted by Miami Local 587 and the Miami Fire and Rescue Department. More than 20 elected public officials and candidates participated in the event. In addition, two of the candidates running for Miami City Council spoke at the opening plenary session about the experience, noting that it changed their mindset about fire fighting and safety. If elected, both promised to never take for granted the work that fire fighters are called to do and the inherent dangers of the job. ■



City leaders and other political candidates participated in a pre-conference Fire-Ops 101 event hosted by Miami Local 587 and the Miami Fire and Rescue Department.

Running With A Reason

With 29 states and one province represented in the 2009 IAFF Burn Foundation Marine Corps Marathon Team, 81 IAFF members, family and friends are running for a reason.

Each runner has set a personal goal for the run, scheduled for October 25, but is also excited to be supporting a cause near and dear to fire fighters' hearts — the IAFF Burn Foundation.

Team members have each pledged to raise a minimum of \$1,000 to support IAFF Burn Foundation programs, including the International Burn Camp held each September.

Washington, DC Local 36 recruit fire fighter Dan Rivas, who participated on the



IAFF Burn Foundation Marine Corps Marathon Team last year, understands why the IAFF Burn Foundation needs support.

As he trained for the 26.2-mile run, he learned that Tim Capps, also a recruit fire fighter with Local 36, sustained burns to his hands, right thigh and left knee during a training exercise at the fire academy. Capps, a fourth generation fire fighter, was admitted to the Washington Hospital Burn Center where he was treated with great care.

Burns are a life-altering and life changing experience and fire fighters — by nature of the job — are at a higher risk for sustaining burns than other occupations. These runners are running to raise funds to prevent injuries and to improve the lives of those who have sustained burns. You can help by making a pledge to a runner in your state or province by going to www.active.com/donate/IAFFBurnMCM09. ■



Help send a burn survivor to camp.

Help Heal Bodies, Hearts and Souls

Every year, campers and counselors from across North America travel to Washington, DC, to experience a once-in-a-lifetime opportunity — the IAFF Burn Foundation International Burn Camp.

Scheduled for September 19-25, 2009, the IAFF encourages affiliates and members to support this wonderful opportunity by hosting a fundraiser in their area and sponsoring a burn survivor to attend camp.

Each year, the costs to run the camp increase, and this year the IAFF anticipates it will cost \$5,000 per camper.

For more information on how you can help, visit burn.iaff.org, email burnfoundation@iaff.org or call (202) 824-8620.

Survey Confirms Flu Pandemic Issues Important to Canadian IAFF Members

Preliminary results from a landmark survey conducted by the IAFF confirm that an overwhelming majority of Canada's professional fire fighters are strongly concerned about their health and safety during a flu pandemic.

The survey of 1,712 Canadian IAFF members from across Canada was conducted during the month of May by the IAFF, in partnership with the research firm Harris-Decima. The survey will help the IAFF ensure that fire fighters and their families are protected in a flu pandemic. The IAFF expects to release specific survey results in the coming months once tabulation is complete.

IAFF Assistant to the General President for Canadian Operations Jim Lee says the findings show a high level of awareness about pandemic issues among Canadian IAFF members and about the role professional fire fighters would play in their communities in a serious and growing pandemic.

The IAFF has been researching pandemic issues as they pertain to the fire service for

Coming Soon: IAFF Human Relations Conference and Affiliate Leadership Training Summit

The Ernest A. "Buddy" Mass Human Relations Conference and the Affiliate Leadership Training Summit (ALTS) will be held back-to-back in Lake Buena Vista, Florida. Both events will focus on providing tools to help combat the effects of the economic crisis on IAFF affiliates.

The Human Relations Conference, taking place January 24-27, 2010, is a three-day Conference offering workshops designed to help affiliate leaders maintain and encourage diversity in these difficult economic times. Other topics include generational differences, overview of employment law, updates on Title VII, mediation and work/life balance.

The Affiliate Leadership Training Summit follows January 27-29 and offers more than 50 workshops on a variety of topics, including how to prepare for budget cuts and possible work force reductions and protect benefits and safe working conditions.

All workshops are designed to provide affiliate leaders with skills to be more effective in their roles.

ALTS also features two pre-conference events: Fire Ops 101 (Train-the-Trainer) and the New Leadership Seminar. Fire Ops 101 (Train-the-Trainer) will be held January 26, 2010, and will teach



Lake Buena Vista Palace Hotel

participants how to deliver their own Fire Ops 101 program. Fire Ops 101 is one of the most effective ways an IAFF local can build relationships with elected officials, the media and department management. The New Leadership Seminar will be held January 27, 2010, and provides essential information for new affiliate leaders to understand their roles more effectively.

Both the Human Relations Conference and ALTS bring an unparalleled opportunity for IAFF affiliate leaders to network with others from across the United States and Canada to share ideas and experiences.

Online registration is available beginning in September 2009 at www.iaff.org/alts and www.iaff.org/hrconference. ■

several years, and has pandemic resources for fire fighters available online at www.iaff.org/09news/swineflu.htm.

The IAFF began preparations for the Canadian Pandemic survey in early 2009, just a couple of months before it would become apparent that the H1N1 virus was spreading into Canada and around the world.

Remarkably, the H1N1 virus started to make international headlines one week before the scheduled launch of the IAFF survey, adding a heightened sense of urgency to the issue and confirming that a dangerous flu virus can strike quickly and from unexpected quarters.

Lee adds he is grateful to the IAFF's Canadian leadership and general membership for the overwhelming support the survey received all across Canada. The 1,712 respondents represented more than eight per cent of the IAFF's 21,000 members in Canada.

Reserve Your 2010 IAFF Burn Foundation Calendars

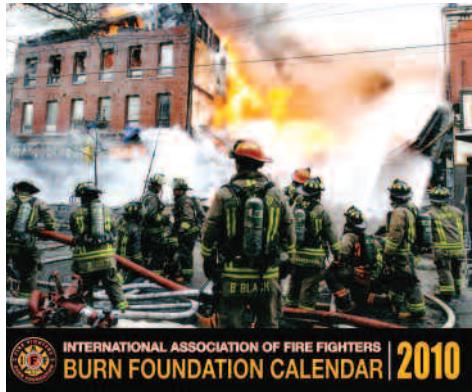
Be ready for the New Year — pre-order your copies of the 2010 IAFF Burn Foundation Calendar and help support the IAFF Burn Foundation.

The 2010 IAFF Burn Foundation Calendar features full-color photos from the annual IAFF Media Awards Contest. Each month depicts the dangerous but rewarding work of professional fire fighters across the United States and Canada.

The 2009 IAFF Burn Foundation Calendar makes a great gift! Be sure to also order copies for your local's firehouses and union halls and for members of your community as a reminder of the important work fire fighters and emergency medical personnel do.

These calendars provide great visibility for your local and professional fire fighters across North America and communicate the critical need for a strong, well-trained professional fire service while helping the IAFF help burn survivors.

To pre-order, visit burn.iaff.org. ■



PPV Blower Blades Shear Off While Repositioning

This National Near-Miss Reporting System report discusses a PPV blower that was moved while operating. Four of the six fan blades were sheared off. This could happen in any department with this type of blower and a lack of training. A picture is worth a thousand words and we have the pictures.

There are a number of different PPV blowers in the field today. Some have plastic fan blades and some have metal. It's important to understand the force and power at work. The manufacturers create warnings and recommendations for a reason. It's critical to know the limits of equipment and recognize the potential for injury when used against the manufacturer's advice. This report and pictures create the visual effect for what can go wrong.

"The fan started without hesitation, and nothing seemed out of the ordinary. I shut off the choke and started to reposition the fan to face the doorway. In doing so, I pushed at the wheel and pulled the handle in the opposite direction to get the fan to spin toward the doorway. At this time, the fan made a loud noise and was no longer spinning. I thought the motor was starting to seize so I covered up and shut down the throttle. It wasn't until I shut down the motor that I realized that the shroud was shredded in a few areas. I found four out of six fan blades were sheared off. I found some pieces of the blades both inside and outside the shroud. The blades were made of composite metal. A big lesson that was learned is not to move a PPV fan while it is running."

To read the entire report go to, www.firefighternearmiss.com, click on search reports, and in the keyword search type "PPV fan." Curser down to report number 08-667.



08-667 PPV Blower failure.

To view the pictures go to, www.firefighternearmiss.com, click on the resources tab, scroll down to videos and photos, click on more, scroll down to 08-667 PPV Blower failure.

Discussion Questions:

- Fire fighters, have you ever moved a PPV blower while it was operating?
- Fire fighters, are you familiar with the manufacturer's recommendations for your PPV blowers?
- Officers, what are the training procedures for this equipment and do they include the manufacturer's warnings and operating manuals?
- Chiefs, when new equipment is purchased, do the manufacturers provide training or videos and are they provided to the entire department? Where are the manufacturer's recommendations and operating manuals kept in your department? (Most can be obtained on the Internet)

Note: The questions posed by the reviewers are designed to generate discussion and thought in the name of promoting fire fighter safety. They are not intended to pass judgment on the actions and performance of individuals in the reports.

Stay safe — Don't forget to enter your near-miss report —

www.firefighternearmiss.com ■



ALL PHOTOS FROM WWW.FIREFIGHTERNEARMISS.COM

IAFF Health and Safety Conference Will Focus on Economics of Fire Fighter Safety

Nothing matters more to the IAFF than the health and safety of its members. The 2009 IAFF Redmond Symposium, scheduled for November 8-12, 2009, in Los Angeles, California, reflects the IAFF's commitment to explore the cause of every IAFF member's death, injury or illness and address solutions to further protect members.

The IAFF and the John P. Redmond Foundation have been on the frontline of every major health and safety initiative in the fire service. In these tough economic times, it is more important than ever to ensure that the health and safety programs that protect members and their families are safeguarded and fire fighter safety remains a priority as cities balance their budgets.

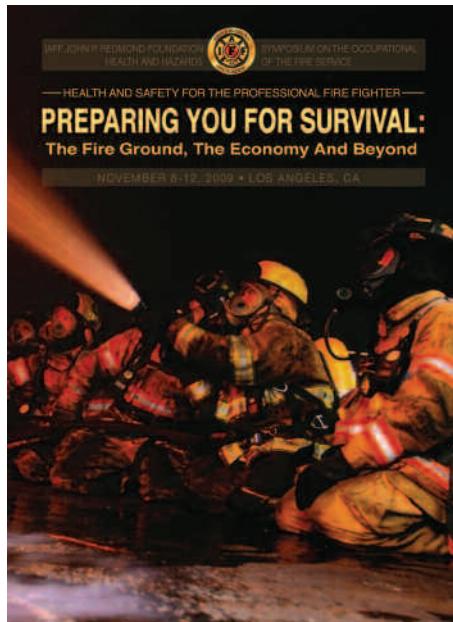
The 2009 Symposium offers programs that address critical and timely issues, including: the economics of fire fighter safety, wellness and fitness programs and the functionality of such programs. The



Conference will also feature the Fire Ground Survival Practical Program, a hands-on workshop to train fire fighters to perform potentially life-saving actions if they become lost, disoriented, injured, low on air or trapped.

Committed to protecting members beyond their career and into their retirement, the IAFF has coordinated a panel of experts to discuss the rebuttal developed by the IAFF for the flawed National League of Cities/TriData paper on cancer presumptive laws. This topic will be addressed in a briefing session. Similar briefings will be conducted on the IAFF Stop, Drop and Control blood pressure program and carbon monoxide program.

As in past years, the Symposium includes exhibits from fire service and fitness manufacturers, and will have a fully functional gym with structured fitness classes. For more information, visit www.iaff.org. ■



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Throughout his travels on behalf of the IAFF and its affiliates...

General President Harold Schaitberger visits firehouses and union halls and attends other state and provincial events.



In Edmonton, Alberta, where he spoke at the Metro Fire Chiefs conference, General President Schaitberger visited Edmonton Local 209 President Greg Holubowich (third from right of Schaitberger) and a few Local 209 members at Station 2.



After speaking at the Texas State Association of Fire Fighters Convention, President Schaitberger, along with IAFF 11th District Vice President Sandy McGhee, visited Richardson Local 1954 President Noel Saldivar and some of his members at Station 4.



In town to witness the signing of Maine's landmark cancer bill and support Portland, ME Local 740 in its fight to prevent nine layoffs, President Schaitberger met with Gardiner Local 2303 President Rich Kindelan and Local 2303 members (right) and Saco Local 2300 President Matt Webb and other Local 2300 members (above) at their respective central stations. IAFF 3rd District Vice President Michael Mullane is pictured with Local 2300 members.



While attending the Washington State Council of Fire Fighters Conference in Wenatchee, President Schaitberger posed with members of Wenatchee Local 453 and Douglas County Local 4197 in front of a 1909 ladder truck used in the early years of the Wenatchee Fire Department. Included in the photo are Local 453 President Kelly Lindemann and Local 4197 President Jeffrey Stephens.



Following the New York State Professional Fire Fighters Association meeting in Utica, Schaitberger visited Utica Local 32 President Robert Wenner and Local 32 fire fighters at the central fire station.



Traveling to New Brunswick for the Atlantic Provinces Professional Fire Fighters Association conference, President Schaitberger visited Kennebecasis Local 3591 President Reg Verner and his members at Station 1 (above top) and Saint John Local 771 President Larry Cook and his members at Station 1. IAFF 15th District Vice President James Fennell joined Schaitberger on his stop in Kennebecasis.



Retirees

A Salute to Dedication, Service and Courage

ALABAMA L508 Anniston—James Thacker, L1349 Mobile—Charles Carpenter, L1444 Montgomery—Sean Meadors, James Wynn, L4035 Hoover—Homer Driver

ALASKA L1264 Anchorage—James Fisher, Steve Joynt, Jack Kurtzman, Jame Nolan, Ernest Slate, Roger Storrs

ALBERTA L255 Calgary—Lynn Boechler, Dale Ferber, Donald Fofonoff, Paul Gough, T. McFadden, D. Moulton, C. W. Penner, Gary Pozzo, Richard Rehn, Kenneth Schiavetta, Donald Shannon, L263 Medicine Hat—Robert Collier, Douglas Gehring, L2494 Ft. McMurray—Mike Hoffman

ARIZONA L493 Phoenix—Tommy Bates, Harlan Boor, Michael Corcoran, Suzanne Gaw, Robert Jaime, Bobby Jaime, Rebecca Joy, Keith Kennedy, Walter Kostelnik, Lance Mallow, Aris Scarla, Ronald Shroyer, Tom Underwood, Randolph Waltenburg, Mark Walter, Daniel Wich, L1234 Yuma—Lawrence Simmons, L2260 Mesa—Richard Apple, Warner Fleger, Robert Hedrick, John McDowell, Grant Perry, Robert Wheaton, Steve Younker, L2974 Lake Havasu—Joseph Boscola, John Kayser, Patrick McCormack, L3066 United Yavapai—Steve Dibble

ARKANSAS L34 Little Rock—Anthony Quinn
BRITISH COLUMBIA L18 Vancouver—Robert Chapman, Wayne Humphry, Michael McGuire, Ralph Renzetti, David Wood, L256 New Westminster—Bill Hanella, L967 Saanich—Mike Jones, L1271 Surrey—Charlene Purdy, L1286 Richmond—Peter Hocaloski, Roger Scott, L1668 Campbell River—Ken Bellefleur, Terry Falk, L1782 Coquitlam—Robert Macdonald, L1782 Coquitlam—David Ross

CALIFORNIA F0085 Federal Fire Fighters Assoc.—Karen Hinshilwood, F0145 Presidio Of San Francisco—Terence Drennan, F0309 Concord Federal Prof. Fire Fighters—Mark Connors, L112 Los Angeles City—Frank Comfort, Richard Cooper, Benjamin Gonzalez, James Hynes, William Koenig, Richard Male, Mark Villasenor, Reginald Williams, L456 Stockton—David Hafey, L522 Sacramento—Rodney Beckwith, Scott Castill, Molina Feaster, Michael Haug, Michael Morgan, William Rosson, Kevin Trost, L689 Alameda—Kenneth Rankin, Ricci Zombeck, L753 Fresno—Louie Aguilar, Stephen Ciccarelli, Raymond Long, John Sandoval, L776 Glendale—Ron Stanick, L1165 Santa Clara County—Bob Hagg, Paul Jonkey, James Tringham, Vincent Hochderffer, Kevin Morrow, Arne Peterson, Donna Rayon, L1289 Modesto—Vince Basulto, Wesley Dickens, Gary Ewert, Andrew Lopez, Russell Potts, Robert Smith, Mark Stone, Doug Webb, Thomas Wilson, L1301 Kern County—Steven Barulich, Thomas Blackmon, Kenneth Bonner, Dennis Carroll, Allen Cline, John Copus, Thomas Dodd, William Dodson, Thomas

Fletcher, Douglas Gentry, John Hayes, Michael Haynes, Randall Lewis, David Lomas, Ramon Maestas, Roy Main, Max Martinez, Harvey Merrell, Doyle Moyers, Richard Naus, Jeff Racicot, Wade Roberts, Sergio Rodriguez, Jessie Rodriguez, David Ross, Andrew Shanklin, Wesley Unfried, Jeffrey Van Andel, C. Doug Wagner, Darryl Whisnand, L1364 Ventura County—Timothy Pearson, L1401 Santa Rosa—Peter Lange, Kelley Slater, L1415 Petaluma—Charles Goucher, Daniel Graveman, John Lord, George Vedder, L1592 Roseville Fire Fighters—William Rose, L1775 Marin Prof. Fire Fighters—Mark Larroque, L2400 San Mateo County—David Gillette, L2744 National City—Eric Hanson, L2881 CDF Fire Fighters—Clifford Boyd, Mark Braley, Gerald Brownell, Don Burbulys, Daniel Chacon, Allen Columbro, Teresa Edmondson, Steven Fowler, Steven Lotspeich, Michael Padilla, Carson Phillips, Jerry Slates, James Toy, L3058 North Monterey County—Craig Machado, L4029 Woodland—Michael Calista

COLORADO L3 Pueblo—John Nemick, L5 Colorado Springs—Gregory Schwae, L1290 Aurora—Stephen Blackwood, L1309 West Metro Fire Fighters—Thomas Reynolds, L2808 Grand Junction—Hank Masterson

CONNECTICUT L760 Hartford—Raymond Brown, Ronald Cote, Anthony D'Onofrio, Dion Hightower, Brian Pertillar, L801 Danbury—Richard Gerlach, L830 Norwalk—Kenneth Ehlers, Edward Isaacs, John O'Donnell, Andre Williams, L834 Bridgeport—Bruce Elander, James Quinn, James Stadt, L1326 Wallingford—Edward Drozd, Peter Larese, S0015 Connecticut Police and Fire Union—Robert Farmer, Benjamin Sonstrom

FLORIDA L122 Jacksonville Assoc. Of Fire Fighters—Raymond Burns, Ronnie Christopher, Rodney Jones, Joseph Moore, Donald Sapp, L587 Miami Assoc. Of Fire Fighters—L. V. Sanchez, John Tolbert, L727 West Palm Beach Assoc. Of Fire Fighters—Timothy Cook, George May, L765 Fort Lauderdale—Bruce Evans, John Galarneau, Varion Harris, Steve McInerny, Richard Seabrook, Bruce Wade, L1102 Hialeah Assoc. Of Fire Fighters—Miguel Cano, Otto Drozd, L1158 Clearwater Fire Fighters Assoc.—Gary Costa, David Hogan, Chris Menendez, Bernard Revelia, James Ruggiero, L1162 Daytona Beach Fire/Rescue—Glenn McKinley, L1403 Metropolitan Dade County Assoc. Of Fire Fighters—Willie Latimore, L1560 Fire Fighters Of Boca Raton—Mike Loeb, L2057 Orange County Prof. Fire Fighters—Charles Mills, Byron Rhodes, L2193 Pinellas Park Fire Fighters Assoc.—Michael Ciaramello, Dan Glidden, Steve Mullen, L2267 Safety Harbor Prof. Fire Fighters Assoc.—Christopher Cooke, L2339 Prof. Fire Fighters Of Tallahassee—Charles Atkins, Thomas Reese, L2416 Cocoa Fire Fighters Assoc.—John Greene, Brad Smith, L2424 Cape Coral Prof. Fire Fighters—Steve Haston, L2445 Prof. Fire Fighters

Of Titusville—Ross Griffith, L2446 Palm Bay Prof. Fire Fighters—Samuel Edwards, Steve Wojcik, L2546 Suncoast Prof. Fire Fighters & Paramedics—Randy Goffe, Scott Knight, L2794 Spring Hill—Judith Frank, Gilbert Knauff, Charles Mitchell, L2928 Prof. Fire Fighters & Paramedics Of Palm Beach County—Marshall Bishop, Toby Bivins, Raymond Carter, Richard Densmore, Joaquin Hernandez, Donna Pursifull, L2959 Prof. Fire Fighters and Paramedics of Martin County—W. Eric Johnson, Rebecca Pickering, Mike Pipes, L2969 Brevard County Prof. Fire Fighters—Ronald Johnson, L3043 Jackson County Fire Fighters Assoc.—Wayne Cherry, Bobby Lee, Kilmer White, L3163 Longwood Prof. Fire Fighters Assoc.—Michael Clelland, L3254 Seminole County Prof. Fire Fighters Assoc.—Walt Bryant, Calvin Gentry, Sanford Graves, Michael Klack, Terry McGuire, Mark Pollack, L3516 South Walton Prof. Fire Fighters Assoc.—Wayne Watts

GEORGIA L1460 Marietta—Jeff Fellabaum

HAWAII L1463 Hawaiian Islands—D. D. Bicoy, Patrick Cassidy, James Sutherland

IDAHO L149 Boise—Robert Lambrou, Jeff Ramey, Dan Templeman, L1565 Idaho Falls—Gene Rockwood, L1773 Lewiston—Tom Hatley

ILLINOIS L2 Chicago—Craig Kuhnly, L63 Quincy—Steven Phillips, L99 Aurora—Robert Bruns, Russell Glass, L742 Evanston—Geoffrey Block, Peter Casey, Kurt Dickman, Dale Fochs, Thomas Janetske, Thomas Kavanagh, Gregory Klaiber, Brian McCafferty, Patrick Reif, Jude Rodriguez, L1894 Northbrook—Thomas Peters, L1961 Carbondale—Kerry Braswell, L2402 West Frankfort—Tom Jordan, L3009 Lombard—Richard Warren, L3033 Skokie—Wayne Stuart

L3074 Alsip—Joseph Schmitt, L3074 Alsip—Terry Vrshek, L3192 Carol Stream—Joseph Gilles, L3272 Bloomingdale—Dieter Bove, Victor Nistor, L3437 Darien-Woodridge—Thomas Mahn, L4109 South Holland—Peter Renz, L4480 Palos Prof. Fire Fighters—Michael Condux, L4727 Addison Prof. Fire Fighters Union—Les Taylor

IOWA L17 Davenport—Linda Brookhart, Dennis Congdon, L66 Waterloo—John Frost, L353 Dubuque—Ronald Ruden, Ron Swartz, L1457 Newton—Michael Black

KANSAS L135 Wichita—John Singleton, Steven Willig, L179 Hutchinson—Randy Penner

LOUISIANA L514 Shreveport—David Barron, Kenneth Conly, Randall Dunklin, William Eason, James Freeman, Richard Mann, Patrick Miciotto, L755 New Iberia—Malcolm Derouen

MAINE L740 Portland—Donald Torrey, L797 Auburn—Paul Lheureux, L2303 Gardiner—Rick Cody

MANITOBA L867 Winnipeg—T. H. Dyson, Brad Harlos, Richard Jones, B. W. Parkes, John Pirie, Garry Rondeau

MARYLAND L734 Baltimore—Timothy Byrd, Christopher Johnson, Kevin Kelly, Lisa Phillips, Roger Reed, Richard Schluderberg, Edward Shreve, James Stanley, John Workman, L1311 Baltimore County—Donald Becker, Raymond Kinsey, Wayne Reeb, Steven Sowa, L1619 Prince George's County—Ernest Alsop, Tyone Bristol, Charles Brown, Jeffrey Chandler, Sedgwick Crawford, Rodenard Davis, Sean Eames, Victor Ferreira, William Folks, Sean Kirby, Frederick Lyles, Deborah Norton, Douglas Osterhouse, Lawrence Sedgwick, James Strain, Lloyd Thrasher

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MICHIGAN L102 Saginaw—Michael Brand, L335 Battle Creek—Charles Asher, Stuart Olsen, L344 Detroit—Derek Brooks, Lester Fuller, Frank Polk, Charles Pritchett, Alvin Robinson, Charles Webb, Larry Young, L352 Flint—Robert Christenson, Jeffrey George, Yasuko Hall, Amy Lindman, Albert McBride, Mark Warren, L366 Grand Rapids—Rodney Feguer, L911 Birmingham—David Mansfield, L1306 Jackson—William Lackey, L1381 Clinton Township—Paul Cieslak, L1383 Warren—Daniel DeClerck, Kenneth Hickey, Larry McCuen, Mark Schimanski, Daniel Soldenski, Karl Szymanski, Gerald Tignanelli, L2658 South Haven—Robert Garvison, L3045 Bloomfield Township—Steven Kuzmanovich, Robert Snyder

MINNESOTA L520 Rochester—Edward Capek, L724 South Metro Fire Fighters Assoc.—Kevin Ledman

MISSISSIPPI L207 Laurel—David Blackledge, David Hinton, Mike Hodge, Ken Keyes, George Lyons, Danny Madison, Greg McCree, Richard Pippen, James Russell, David Schutz, Jesse Thompson, L3290 Gautier—James Anderson

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Bahlman, David Zaski

NEW BRUNSWICK L999 Moncton—Larry Allen, Aurele LeBlanc, Peter McGee, Donald Melanson, Stuart Phillips, L1053 Fredericton—Laurin Dunn, Robert Gilchrist, James Miles

NEW HAMPSHIRE L1571 Claremont—Steve Lizotte, L2892 Salem—Neil Carney, William Warnock, L3160 Londonderry—George Calligandies, L4392 United Prof. Fire Fighters of Derry—Gordon Greenway

NEW JERSEY F0106 McGuire Air Force Base—Edmond Turmelle, L1860 Newark Fire Officers—Joseph D'Alise, Richard Reddick, L2578 Camden Officers—Terrence Crowder, L3260 Englewood Prof. Fire Fighters—Christopher Murphy, L3950 North Hudson—Michael Cocciaferro

NEW MEXICO L2362 Las Cruces—Jimmy Benham, Ray Garcia

NEW YORK L28 Schenectady—Donald Gage, L94 Uniformed Fire Fighters Assoc. Of New York—Nicholas Baratta, Alejandro Bartley, Richard Berkout, Paul Bessler, Stanely Brzezinski, Vincent Cammarasana, John Maniaci, Mark Nicola, Thomas Pushkal, Darrell Shephard, Stephen Sperduto, Ronald Svec, Salvatore Ventimiglia, L273 New Rochelle—Brian Reidy, L461 Kingston—Michael Glotz, Michael LeFevre, Michael Sass, L694 Rome—Thomas Viscosi, L714 Niagara Falls—Joseph Casero, L854 New York Uniformed Fire Officers Assoc.—John Abbruzzese, Joseph Anzalone, Salvatore Anzalone, Lawrence Archer, Joseph Baccari, Edward Baggott, Arthur Barnett, Bruce Barvels, Frank Bavaro, Brian Becker, Robert Bell, John Belnavis, Steven Bernius, Ronald Boyce, John Brunner, Kenneth Burbulak, James Byrnes, Kevin Calhoun, Thomas Calkins, Paul Caltabellotta, Peter Campbell, Douglas Candella, William Carew, Peter Carino, Michael Carletti, George Carlin, Howard Carlson, John Clacher, Joseph Cleary, Peter Clifford, Gerard Clinton, William Collins, John Collins, Daniel Conklin, Kevin Corrigan, Michael Currid, Anthony Dabnis, John De Girolamo, John Del Grosso, Paul Di Georgio, John Doherty, Paul Dombrowsky, Kevin Dunn, Bruce Edwards, Ralph Fago, Michael Falcone, Brian Farrell, Patrick Featherston, Michael Feminella, Rocco Fertoli, Michael Finelli, Michael Finer, Martin Fullam, Joseph Fusaro, George Gabriel, Philip Gaetani, James Gallagher, Kevin Ganun, Gregory Gargiso, Robert Garofalo, Stephen Gaudet, Daniel Gillis, Ronnie Gilyard, Richard Gleave, Raymond Goldbach, Gary Gorman, Kenneth Grabowski, John Grasso, John Graziano, John Gremse, John Gulotta, James Gunning, Neil Halpin, James Hanly, Matthew Hanson, James Harkins, Victor Harris, Peter Hart, Robert Higgins, Jonathan Hilton, Christopher Hogan, Kevin Hogan, George Hosle, Keith Hulse, William Hydo, Alan Jacobs, Gary Jacobson, David Johnson, Carl Jost, Joseph Joy, Brian Kearney, John Keenan, Joseph Kennedy, Daniel Kenny, James Kerley, Robert Knoop, Richard Kobbe, John Koch, Robert Koster, David Koyles, Peter Krebs, James Krieger, Gary Lamb, Thomas Landau, Vincent Leahy, Kirk Lester, John Loeber, Michael Lopez, Frank Losauro, James Lovett, Michael Lynch, John Lynn, Robert Magnusen, Joseph Mahoney, Michael Maloney, Robert Marcoux, Vincent Massa, Joseph McAllister, Sean McBrien, Kevin McCabe, Michael McDonald, Edward McDonough, Patrick McGreen, Kevin McKenna, Blake McLoughlin,

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OKLAHOMA L157 Oklahoma City—Terry Edge, Kevin Reece, Joseph Roberts, Daniel Tice, L176 Tulsa—Jeffrey Adsit, Tray Caldwell, William Osburn, L1628 Shawnee—Robert Branson, L1882 Lawton—Ricky Chapman, George Fisher, L2298 Ada—Chris Sutton, L2551 Broken Arrow—Michael Heisten, Ben Thomas, L2814 Vinita Fire Fighters Assoc.—Jimmy Butcher, L4236 Weatherford—Chuck Meyer

ONTARIO L162 Ottawa—Gregory Birtch, Peter Collins, Clancy Foubert, Pete Lemery, Barry

MacDonald, John Nesbitt, Brian Smith, Myron Steeves, Paul Whitney, L193 Thunder Bay—Brian Duncan, L447 St. Thomas—Robert Almost, L460

Brantford—Steve Hogg, L492 Sarnia—Brian Egan, L499 Cambridge—Roy Alder, L534 **Stratford**—Randy Petrie, L938 Collingwood—Robert Prosser, L1068 Brampton—Albert Haines, Albert Jeffries, Jake Jongkind, John Porter, Douglas Presant, L1632 Pickering—Francine Dimelow, L2307 Port Colborne—Howard Reid, L2511 Central York—Barry Abbott, Gregory Larizza

OREGON L43 Portland—Everendo Gomez, Charles Hanning, Mark Hansen, James Harder, Gordon Johnson, Michael O'Keeffe, Michael Pastorino, Kevin Rice, Douglas Rowland, Samuel Steele, Keith Taylor, Jon Thompson, Robert Weaver, Mitchell Williams, L1159 Clackamas County—Timothy Dahl, L1395 Springfield—Ron Koozer, L3215 Saint Helens—John Klem, L3242 Western Lane E.M.T.—George Lydick, Newt Megown

PENNSYLVANIA L22 Philadelphia—Mack Abdul Lateff, Thomas Crouse, Joseph Hitchens, Francis McCloskey, Daniel Nolan, David Scott, L104 Wilkes Barre—James Clarke, Gordon Krute, Ronald Saba, Lawrence Schultz, L463 Johnstown—Mark Piljay, L1400 Chester—Frank Samsel, L1835 Warren—Ronald Caldwell

RHODE ISLAND F0100 N.E.T.C. Naval Base - Newport—James Tynan, L1589 Narragansett—Jonathan Smith, L1950 Johnston—Edward Tatalo, John Wooley, L2725 Cumberland Rescue Service—Jeffrey Meunier, L2748 Warwick—Richard Williams, L3372 Central Coventry Fire District—Donald Roderick

SASKATCHEWAN L510 Prince Albert—Keith Stieb, L1756 North Battleford—Terry Christianson

SOUTH CAROLINA L3883 St. John's Prof. Fire

Fighters—Richard Grant, L4529 Lexington County Prof. Fire Fighters Assoc.—Roger Frick, William Young

SOUTH DAKOTA L814 Sioux Falls—Larry Friestad, Arlyn Groen, Ronald Harris, Jens Naglestad, Mike Nelson, David Osheim, David Renli, Donald Vanderhoff, Kristian Voth

TENNESSEE L140 Nashville—Michael Calvin, Walter Davis, Robert Gift, William Parker, Robert Parker, Debra Pruitt, L1346 Oak Ridge—Gary Powell, L1784 Memphis—Gary Kirk, Michael Pellegra, Marvin Pender, L3836 Morristown Prof. Fire Fighters—Paul Ailey, Billy Gregory

TEXAS L58 Dallas—John Bass, Larry Bassett, Charles Bell, Carlton Evans, L. D. Fox, James Jackson, Rickey Lipe, John Meredith, Jerry Minter, Allen Richards, George Snowden, Marion Thomas, William Watson, Jon Whatley, M. L. Williams, Nathan Young, L341 Houston—Kendal Bryan, John Burton, Steve DelBello, Omar Garcia, Jimmie Gill, Jody Harris, James Pavlock, Arthur Ross, William Vaughn, John Zepeda, L399 Beaumont—David Hooks, Dean Lanclos, William Randall, Larry Shannon, L440 Fort Worth—Jerry Brooks, Daniel Cedillo, Randy Parker, Michael Smith, L970 Brownsville—Jesus Lopez, Tim Mejorado, Carlos Mendez, Rosendo Rodriguez, L1044 Abilene—F. V. Alvarez, Tom Fletcher, Larry Sutton, L1665 Odessa—Brent Amonett, Freddy Rodriguez, Steven Schwab, L2149 Plano—Steve Duffy, L2505 Killeen—John Bush, L2917 Jacksonville Prof. Fire Fighters Assoc.—Jesse Hooker, L3358 Rowlett—James Cunningham, L3713 Port Neches—Michael Smith, L4376 Alvarado Prof. Fire Fighter Assoc.—Shawn McGunagill, Brandon Mullins, L4623 Snyder Prof. Fire Fighters Assoc.—Ronnie Clawson

UTAH L1645 Salt Lake City—Philip Peterson

VIRGINIA L539 Portsmouth—B. K. Harrell, L1146 Lynchburg Fire Fighters Assoc.—Jeff Stern, L2068 Fairfax County Prof. Fire Fighters And Paramedics—Robert Helmus, Scott McHenry, Michael Stock, Kate Weatherby, L2141 Alexandria—Joseph Warner, Thomas Wheatley, L2598 Prince William Prof. Fire Fighters Inc.—Timothy Melton, Gary Roberts, L2702 Fairfax City—Joel Hendelman, Gary Lewis, Scott Poole, L2801 Suffolk Prof. Fire And Rescue—William Nichols, L2803 Chesterfield County Prof. Fire Fighters Assn.—Mark Bennett, L3306 James City County Prof. Fire Fighters—John Alpers, Robert Damian, George Grayson, Gregory Johnson, John Richardson, Larry Waltrip

WASHINGTON L437 Bremerton—Jeff Childs, L452 Vancouver—Donald Woodhouse, L726 Pierce County Prof. Fire Fighters—Jack Andren, Glen Luebke, Doug Willis, L876 Spokane Valley—Terry Gese, Dan Wittemberg, L1257 Seatac Airport—James (Ed) Campbell, L1296 Kennewick—Jeffrey Smith, L1352 Valley Fire Fighters—Doug DeGraff, L1828 Edmonds—Marc Petrella, Todd Smith, L2595 King County Paramedics—Jed Jankowski, Kelly Scotchler, L3390 Gig Harbor Peninsula—David Johnston

WEST VIRGINIA F0276 167th Prof. Fire Fighters—Stewart Gore, L317 Charleston—Terrence Hanson, James Peterson, Glen Smith **WISCONSIN** L215 Milwaukee—Robert Bett, Charles Goins, Gregory Ptak, Steven Quam, Jeffrey Quezaire, Phillip Quigley, Richard Schuyler, Paul Singer, John Van Auken, L368 Manitowoc—Kevin Waak, L407 Waukesha—David Walter

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IN MEMORIAM

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L0003	Richard Mark	Pueblo	CO	L0718	James Clark	Boston	MA
L0022	Robert Lyons	Philadelphia	PA	L0718	John Creedon	Boston	MA
L0022	William O'Keefe	Philadelphia	PA	L0718	Louis Crifo	Boston	MA
L0022	Horace Silbert	Philadelphia	PA	L0718	Donald Flynn	Boston	MA
L0022	Melton Waddell	Philadelphia	PA	L0718	Thomas Higgins	Boston	MA
L0022	Leroy Wahl	Philadelphia	PA	L0718	Louis Paulino	Boston	MA
L0031	William Colwell	Tacoma	WA	L0718	William Savickas	Boston	MA
L0036	Charles Barchers	Washington	DC	L0718	Alfred Sears	Boston	MA
L0036	Richard Bassani	Washington	DC	L0734	Christian Addicks	Baltimore	MD
L0036	H. P. Mikules	Washington	DC	L0734	Benjamin Barrell	Baltimore	MD
L0036	Walter Ramsey	Washington	DC	L0734	Charles Holmes	Baltimore	MD
L0036	Timothy Russell	Washington	DC	L0734	Mitchell Paris	Baltimore	MD
L0073	Elmer Bram	St. Louis	MO	L0734	Melvin Santmyer	Baltimore	MD
L0094	Christopher Velez	UFFA Of New York	NY	L0734	Joseph Uhlihorn	Baltimore	MD
L0103	Clinton Franklin	Sedalia	MO	L0765	Joseph Richter	Fort Lauderdale	FL
L0109	Timothy Curry	Newark	OH	L0854	Steven Jaeger	New York UFOA	NY
L0112	Andrew Saucedo	Los Angeles City	CA	L0854	Douglas Mercereau	New York UFOA	NY
L0140	Carl Teal	Nashville	TN	L0858	Willis Bealmeir	Denver	CO
L0144	Malcolm Rice	Brockton	MA	L0858	Angelo Molliconi	Denver	CO
L0144	William Stack	Brockton	MA	L0877	Earl Nienow	Watertown	WI
L0144	Harry Thibeault	Brockton	MA	L0950	William McCarthy	Brookline	MA
L0157	Gary Barton	Oklahoma City	OK	L0964	Albert Rosenberger	BFOA	MD
L0157	Maurice Holloway	Oklahoma City	OK	L1230	Joseph Cadorette	Contra Costa County	CA
L0157	Marvin Nelson	Oklahoma City	OK	L1290	Maurice Richards	Aurora	CO
L0157	Albert Sanders	Oklahoma City	OK	L1301	Grant Young	Kern County	CA
L0215	Kenneth Celoni	Milwaukee	WI	L1338	Eric Carpenter	Shelby Township	MI
L0215	Joseph Kardach	Milwaukee	WI	L1349	Herbert Horton	Mobile	AL
L0215	Kenneth Rude	Milwaukee	WI	L1400	William Suter	Chester	PA
L0215	Earl Tarnowski	Milwaukee	WI	L1403	Charles Miller	Metropolitan Dade County	FL
L0255	Cliff Robinson	Calgary	AB	L1463	Elmer Akau	Hawaiian Islands	HI
L0291	William Gundelfinger	Lancaster	OH	L1463	Edward Ku	Hawaiian Islands	HI
L0291	Mike Mosier	Lancaster	OH	L1463	Tsuneo Nomura	Hawaiian Islands	HI
L0399	Harold Felps	Beaumont	TX	L1630	Roman Stankiewicz	Clay Fire Fighters	IN
L0399	Jerald Johnson	Beaumont	TX	L1784	Darrell Allen	Memphis	TN
L0479	Luis Martinez	Tucson	AZ	L1784	Charles Criddle	Memphis	TN
L0505	William Horve	Decatur	IL	L1784	Dorsey Jerden	Memphis	TN
L0522	Michael George	Sacramento	CA	L1784	Albert Myers	Memphis	TN
L0539	Steve Wise	Portsmouth	VA	L1828	Art DeLisle	Edmonds	WA
L0616	Francis Katta	Dunkirk	NY	L1998	Adam Van Rite	De Pere	WI
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L0632	Joseph Bernard	New Orleans	LA	L2768	Donald Sherman	East Bridgewater	MA
L0632	Merlin Smith	New Orleans	LA	L2881	Dan Campbell	CDF Fire Fighters	CA
L0632	Gilbert St. Germain	New Orleans	LA	L2928	Nancy Simpson	Palm Beach County	FL



LAST ALARM DIED IN THE LINE OF DUTY

L1119	EDWARD NOYLE	WALLACEBURG, ON	07.27.89
L752	RAYMOND BROOKS	NORTH YORK, ON	02.23.91
L113	LORNE HARTLEY	TORONTO, ON	11.02.91
L113	THOMAS CLARK	TORONTO, ON	08.14.92
L411	BERNIE BOURNE	YORKE, ON	04.17.94
L145	STEVEN F. HOLLADAY	SAN DIEGO, CA	04.26.95
L411	KENNETH NICOLL	YORK, ON	07.12.95
L193	GLEN ADDUONO	THUNDER BAY, ON	11.22.96
L145	JOSEPH J. ESTAVILLO	SAN DIEGO, CA	08.03.97
L1212	THOMAS PRITCHARD	MISSISSAUGA, ON	08.17.97
L145	CHARLES D. MARSHALL	SAN DIEGO, CA	04.08.99
L522	LAWRENCE S. CHESTNUT	SACRAMENTO, CA	10.17.00
L113	RAYMOND JACKSON	TORONTO, ON	10.24.00
L145	HARRY R. BUTLER	SAN DIEGO, CA	03.30.01
L113	THOMAS HUMPHREY	TORONTO, ON	11.05.01
L2898	GERRY MOBERG	SEATTLE FIRE CHIEFS, WA	08.07.04
L3888	CRAIG CARTER	TORONTO, ON	08.25.04
L113	JOSEPH MOSS	TORONTO, ON	11.12.05
L486	WILLIAM HILL	CHATHAM KENT, ON	09.17.07
L1230	MICHAEL F. BRAZ	CONTRA COSTA CO., CA	02.19.08
L1212	GARY CROSS	MISSISSAUGA, ON	05.14.08
L1230	DAVID B. GEHLING	CONTRA COSTA CO., CA	06.20.08
L1230	JOHN H. FERRANTE	CONTRA COSTA CO., CA	01.28.09
L22	STEPHEN M. COSPELICH	PHILADELPHIA, PA	05.19.09
L249	JAMES M. HALL	CANTON, OH	05.30.09
L863	KEVIN P. KELLY	NEWTON, MA	05.30.09
L1476	DEBRA A. COLE	SOUTH PORTLAND, ME	06.11.09
L209	ALEXANDER F. HARRIS	EDMONTON, AB	06.20.09
L1664	CARLOS M. ALFARO	MONTGOMERY CO., CA	07.02.09
L209	ROBERT D. CHALMERS	EDMONTON, AB	07.06.09
L3704	JOSEPH T. GRACE	MANDEVILLE, LA	07.10.09

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